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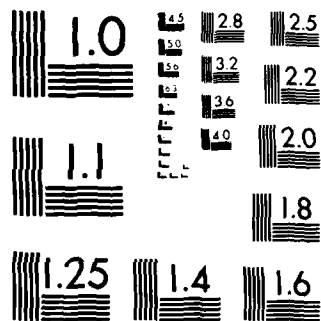
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SOURCES AND CHARACTERISTICS OF PRIOR SERVICE
ACCESSIONS: EVIDENCE FROM ONE COHORT

Judith C. Fernandez, Dennis De Tray

October 1984

N-2064-MIL

The Office of the Assistant Secretary of Defense/
Manpower, Installations and Logistics

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Enlisted military personnel who leave the active forces form a valuable pool of trained personnel from which come entrants to the Selected Reserves and the Individual Ready Reserves. In addition, members of this pool may later return to active duty, where they may function as alternatives to nonprior service accessions or to reenlistments. To better understand this source of trained manpower, the authors followed the 1974 cohort of active duty enlistees over time, and investigated the flows among three components of the U.S. armed forces--active duty, Selected Reserves (SR), and Individual Ready Reserves (IRR)--and the flows between the civilian and military sectors. The findings indicate there is a large untapped pool of potential prior service accessions from which to attract personnel into the active forces, and little evidence that drawing from this pool will divert trained personnel from the Selected Reserves. *Continued*

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PREFACE

This Note presents the results of an exploratory study that follows the cohort of all nonprior service persons who joined the active military in 1974 through their subsequent contacts with the active and the reserve forces. The objective was to compare the full cohort with the subgroups who later become prior service accessions to active and reserve duty, with emphasis on those who returned to the active forces.

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The data base used here was prepared by Rand programmer Rodger Madison in collaboration with Robert Bandewie and Dennis Van Langen of the Defense Manpower Data Center, Monterey, California.

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SUMMARY

Enlisted military personnel who leave the active forces form a valuable pool of trained personnel from which come entrants to the Selected Reserves and the Individual Ready Reserves. In addition, members of this pool may later return to active duty, where they may function as alternatives to nonprior service accessions or to reenlistments. To better understand this source of trained manpower, we followed one cohort of active duty enlistees over time, and investigated the flows among three components of the U.S. armed forces--active duty, Selected Reserves (SR), and Individual Ready Reserves (IRR). We also examined flows between the civilian and military sectors.

We were particularly interested in the characteristics and behavior of enlistees who leave the active forces only to return later. This group may provide a source of trained manpower for the active forces which has not yet been fully exploited. We also looked at enlistees who joined the Selected Reserves after leaving active duty, personnel important to the reserves both because they form a large part of reserve strength and because they arrive in the reserves already militarily trained.

To study flows among the components of the armed forces, we use longitudinal data on all enlistees who were nonprior service accessions in fiscal year 1974. We track these enlistees, one of the first cohorts of the All Volunteer Force, over the seven years from 1974 to 1981. The Defense Manpower Data Center provided the data, including dates of entry and exit and information on enlistee characteristics, both personal (age, race, sex, number of dependents, etc.) and military (rank at entry and exit, military occupational specialty, reason for discharge from active duty, etc.).

Our longitudinal file on the 1974 cohort confirms the well-known finding that early attrition from the active forces is common--over 10 percent of enlistees had left active duty by the end of the fiscal year in which they joined. As is also well known, attrition rates vary with personal characteristics. The greatest differences in the first term

years appear when the cohort is partitioned by educational level at entry: enlistees with a high school diploma consistently remain on active duty for longer periods than do enlistees with less education. There also is a pattern of less within-first-term attrition among enlistees with AFQT scores above the 50th percentile. In post-first-term years, nonwhite and female cohort members more often remain on active duty (primarily through reenlistment, though there is some leave-and-return activity).

After leaving active duty, some enlistees participate in the Selected Reserves--at most, 5 percent of the cohort in any single year. Participation is more likely among those with high school diplomas than those in other educational categories, more likely among blacks than whites or others, and more likely among women than men.

By law, males who enlisted in 1974 had a six-year obligation to the armed forces. During that time, if the enlistee was not on active duty or in the SR, he was to be assigned to the IRR. The data, however, show many cohort members absent from all three components of the armed forces during some part of the 1974-1980 period. Enlistees who do become part of the IRR differ from the full cohort in that they are rarely female (the six-year obligation did not apply to women enlistees in 1974), and are rarely holders of GED certificates. Enlistees who had military occupations with no civilian counterparts (e.g., infantryman) are markedly more likely to be found in the IRR than are those who held military jobs that have civilian equivalents.

Very few members of the 1974 cohort who left active duty returned later as prior service accessions. In any year, at most 1 percent of cohort members who could return to active duty did so. Returns to active duty came disproportionately from the SR, but so few individuals were involved that even dramatic increases in their numbers would not affect the reserves very much. Numerically, most returns to active duty came from the civilian sector, where the great majority of the cohort was to be found after FY1977.

Members of the 1974 cohort who later became prior service accessions to active duty are representative of the cohort as a whole with respect to age, number of dependents, race, sex, education, and AFQT score. Cohort members who later became prior service accessions,

either to the Selected Reserves or to active duty, completed their first term more frequently than did the average cohort member, and less frequently were discharged because of failure to meet minimum military behavioral and performance criteria. (This circumstance probably is due to screening of prior service applicants by the military.) Among those who finished their first active duty enlistment term, the prior service group advanced neither more nor less rapidly in pay grade than did others.

In their second term prior service accessions apparently do not complete the term as often nor advance as rapidly as do reenlistees. On average, however, they enlist for a longer second term than do reenlistees.

Cohort members who later return to active duty most often do so after a fairly brief stay in the civilian sector, but a surprisingly high percentage remain civilians for more than 36 months before rejoining the active forces. Our data, which end in 1981, show that about one-fifth of returnees had such a gap, even though service regulations specify a large penalty (a reduction in rank of up to three pay grades). The true fraction of late-returns will be even greater: All cohort members who will return to active duty had not done so by 1981, and those who return after 1981 will tend to have long gaps in service. In particular, Air Force and Navy enlistees with six-year terms (a substantial fraction of total enlistees in these two services) could not have completed their first term, left for more than 36 months, and returned, all within the 1974-1981 period covered by our data.

Perhaps part of the reason so many cohort members have long gaps in service in spite of the formal penalties is that, by the end of the fiscal year in which they reentered active duty, over half of these long-absent returnees have equaled or exceeded the pay grade they had at the time of first separation. Apparently the formal penalty, if applied at all, does not preclude rapid return to previous rank, or higher.

Overall, our investigation of prior service accessions from the 1974 cohort suggests that they perform at least as well in the military as the average enlistee in their cohort. They thus may provide an attractive alternative to new, untrained recruits. As a source of trained personnel, prior service accessions have some positive

characteristics as well (e.g., long terms of enlistment), although they are less successful than reenlistees by our rough measures.

The experience of the 1974 cohort may not be typical of other cohorts--policies toward both prior service and nonprior service enlistees have changed over time, and more recent cohorts may show different behavior as a result. In addition, prior service accessions who return in spite of regulations that discourage return may be different from returnees attracted by more positive policies. Certainly our research does not delineate an "optimum" role or quota for prior service accessions--we do not know how expensive it would be to attract additional prior service accessions, nor how they compare to lateral entrants (with no previous military experience), nor how the promotion ladders would be affected by an increased influx of prior service accessions (as E-3s, E-4s, and E-5s). These issues and others deserve further consideration. They are unlikely to receive it unless prior service accessions, as a potential source of active duty personnel, receive more attention than they have heretofore.

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I. INTRODUCTION

The advent of the All Volunteer Force (AVF) in 1973 changed many aspects of military service. Some of these are easily observed (new pay scales, for example), but others will require long-term monitoring to detect. Of particular concern for military manpower planners are (1) the possibility that new pay scales and attrition profiles may change the relative manpower costs of different types of accessions--nonprior service, prior service, and lateral entrants--and (2) the possibility for new relationships in the flows to and from the active and reserve forces.

In this Note we describe an exploratory study using one means of monitoring new accession and attrition patterns, in an effort to understand more about enlistees who become prior service accessions in the AVF. This method follows a nonprior service (n.p.s.) entry cohort on a year-to-year basis beginning with its year of accession, and records each change in military status--moves in and out of the military and, within the military, moves between active and reserve status. We use this information to identify cohort members who leave active duty only to return to the military later as prior service (p.s.) accessions, either to active or reserve duty. Data on military and personal characteristics then allow us to study the dynamics of enlistee behavior during and after the first term of enlistment and to speculate on the consequences of changing policies toward prior service accessions.

In the chapters that follow we analyze military histories of men and women who initially entered the active armed forces in the twelve months ending on September 30, 1974. This was the first postdraft entry cohort for which complete and reliable computerized records are available. This cohort demonstrates both the strengths and weaknesses of our monitoring approach, and at the same time helps identify areas in which more detailed analysis may be beneficial.

We chose the 1974 cohort in preference to more recent cohorts in order to allow sufficient time for leave-and-return activity by enlistees after the end of their first term of enlistment. Thus the

prior service accessions we observe from the cohort occur primarily in fiscal years 1978-1981.

One of our goals is to explore the value of a large longitudinal file as a tool for manpower research. In doing so we pay special attention to those areas for which a longitudinal file can provide information not available from cross-sectional studies--areas generally neglected in past studies. Here we have in mind especially the links between active military duty, reserve status, and the civilian sector. For the most part the study is descriptive, and is not intended to specify and test alternative hypotheses.

Because of its longitudinal nature, the file we construct is especially useful as a basis for tracing the later military careers of 1974 cohort members who leave the military but subsequently return. Our data allow us to explore such issues as: How many of the 1974 cohort leave the military for civilian life and then later return to active duty, and how do their characteristics--both personal and military--differ from those who either remain in the military continuously or who permanently separate? How many enlistees enter the Selected Reserves (SR) after active duty, for how long, and where do they go when they leave the reserves? In what ways do p.s. accessions to the active forces differ from active duty personnel who later enter the Selected Reserves?

One issue the longitudinal data allow us to address is the size of the pool of potential prior service accessions--people who might have returned to active service, but did not do so. Most previous studies have examined the fraction of all accessions to active duty in a particular year that are p.s. accessions. This approach ignores the question of return rates--how many p.s. entrants there are relative to the number of veterans who could have enlisted. It also makes it difficult to compare enlistees who leave and return (p.s. entrants) with members of the same cohort who stay continuously on active duty (reenlistees).

In addition, in this research we address the question of whether expanded p.s. accessions to the active forces would divert militarily-experienced personnel from the Selected Reserves, where they would otherwise be. We examine whether p.s. accessions to active duty from

the 1974 cohort came at the expense of the SR. And by documenting the military history and characteristics of cohort members who later become prior service accessions to active duty, as well as the characteristics of cohort members who later join the Selected Reserves, we can begin to judge the extent to which both groups are drawn from the same pool.

Our research is based on data concerning each individual who entered as a n.p.s. enlistee in 1974, as taken from fiscal-year-end (September 30) records from the Master, Separation, and Reserve data files of the Defense Manpower Data Center (DMDC). The data cover the period FY1974 through FY1981 for active duty records (Master and Separation records); data from Reserve records end with FY1980.

The Reserve data files contain information on both the Selected Reserves and the Individual Ready Reserves, although data concerning the latter appear incomplete. Because one of the study goals is to determine who stays and who leaves active service (and where those who leave go), individuals are placed in one of five categories at the end of each fiscal year: active duty, Selected Reserves, Individual Ready Reserves, civilian, or within-year reentry. This last category consists of enlistees who, within a single fiscal year, leave active duty for civilian life and then return to active duty.

With these data, we explore the total numbers of 1974 enlistees in each status at the end of each fiscal year--the size of each of the five categories. We also examine year-to-year transitions from one category to another, with special emphasis on transitions from civilian status to active duty or Selected Reserves. In addition, we compare attributes of cohort members who later become prior service accessions with attributes of members who reenlist, or leave the military entirely.

There is one difficulty in this or any other study of p.s. accessions to the active forces: present and past policies tend to discourage such accessions--there are loss-of-rank penalties faced by those who return to active duty after some period in the civilian sector, and recruiting from the pool of enlistees who have separated (potential p.s. accessions) was not vigorously pursued in the years we studied. There is some presumption, then, that only veterans with a strong preference for military life, or a lack of career success in civilian life, will brave the penalties of return to active duty.

(Enlistees who become p.s. accessions to the Selected Reserves face no similar penalties.) In these circumstances, those who return to active duty may not be representative of the group that would return should p.s. accessions be more actively encouraged.

In reporting our work, we have organized the results as follows: Chapter II summarizes information on annual status and transition information on the full cohort, and various subgroups of it, for the period 1974-1981. Chapter III compares in some detail the personal and military characteristics of (1) the full cohort, (2) reenlistees, and (3) cohort members who later become prior service accessions to the active or reserve forces. Chapter IV takes a closer look at the post-return military careers of cohort members who become prior service accessions to active duty, and examines issues of return rates and length of time in the civilian sector. Chapter V concludes with caveats, a summary of the more important findings, and suggestions for further research.

II. TRACKING THE 1974 COHORT OVER TIME

Between October 1, 1973 and September 30, 1974, a total of 390,460 individuals enlisted for the first time for active duty in the U.S. armed forces. As we follow those enlistees in their interactions with the military in that and the following eight fiscal years (FY1974 through FY1981), we identify them by their original service of enlistment. For 46 percent of the cohort this initial service was the Army, for 23 percent it was the Navy, for 19 percent the Air Force, and for 12 percent the Marine Corps. In this chapter, for the cohort as a whole and for each service separately, we summarize the movement of cohort members between active duty, reserve duty, and the civilian sector. Against this backdrop of the behavior of the full cohort, we in subsequent chapters examine in more detail the relatively small subsets of enlistees who later become prior service accessions, either to active duty or to the Selected Reserves.

ANNUAL SNAPSHOTS OF THE 1974 COHORT

Annual snapshots of the number of enlistees in various statuses provide a useful way of tracking the members of the 1974 cohort over later years. At the end of each fiscal year, each enlistee may be on active duty, in the Selected Reserves, or in the Individual Ready Reserves. If the military has no record of the cohort member in any of these places, we assume he or she has left the military to become a civilian. If an enlistee left active duty during the year, but returned before year-end, we assign that enlistee to a special category called "Within-Year Reentry." We can thus distinguish between personnel who have been on continuous active duty from those who, although they are on active duty at the end of two consecutive years, have not been continually in active service.

Table 2.1 provides snapshots for each service and for the cohort as a whole. The table shows a by now well-known characteristic of AVF cohorts: fairly rapid attrition. The cohort we study had lost almost 12 percent of its personnel from active duty even before the end of the

Table 2.1
STATUS OF 1974 ENLISTEES IN SUBSEQUENT YEARS

Status/ Service	Percent of Cohort in Each Status at Year-End							
	1974	1975	1976	1977	1978	1979	1980	1981
Active								
Army	86.6	68.4	48.1	18.3	15.8	14.8	12.7	11.5
Navy	88.3	71.4	57.4	34.8	17.8	15.7	13.0	12.2
USAF	90.8	77.1	66.6	46.4	32.5	27.7	23.3	21.3
USMC	89.2	72.3	48.9	28.9	12.2	11.3	9.9	9.0
Total cohort	88.1	71.2	53.8	28.7	19.0	17.0	14.5	13.2
Selected Reserves								
Army	0	0.2	1.2	5.2	3.6	5.1	4.2	n.a.
Navy	0	1.1	3.0	5.5	3.9	4.2	2.7	n.a.
USAF	0	1.0	2.4	4.0	3.4	5.2	4.0	n.a.
USMC	0	0.2	0.6	1.5	1.5	2.4	2.4	n.a.
Total cohort	0	0.5	1.8	4.6	3.4	4.6	3.6	n.a.
Individual Ready Reserves								
Army	0	0.1	6.5	26.6	14.1	19.0	0.6	n.a.
Navy	0	0.1	1.6	12.0	15.0	18.0	1.4	n.a.
USAF	0	0.2	0.2	10.1	11.2	10.7	0.4	n.a.
USMC	0	0.2	9.5	22.6	13.4	22.8	0.8	n.a.
Total cohort	0	0.2	4.5	19.6	13.7	17.6	0.8	n.a.
Civilian								
Army	13.4	31.3	44.0	49.5	66.3	61.1	82.4	n.a.
Navy	11.7	27.4	38.0	47.5	62.8	62.1	82.8	n.a.
USAF	9.2	21.7	30.7	39.5	52.8	56.4	71.9	n.a.
USMC	10.8	27.3	40.8	46.9	72.6	63.5	86.8	n.a.
Total cohort	11.9	28.1	39.7	46.8	63.7	60.7	81.0	n.a.
Within-Year Reentry								
Army	0	--	--	0.4	--	--	--	0
Navy	0	--	0.1	0.2	0.4	--	--	--
USAF	0	--	--	--	0.1	0.1	0.2	--
USMC	0	--	0.2	0.2	0.3	--	--	0
Total cohort	0	--	0.1	0.3	0.2	--	--	--

-- less than 0.05 percent
n.a. Not available

fiscal year in which they enlisted (1974). The Army had greatest within-first-year attrition, while the Air Force had least.

In later years, the fraction of the cohort found on active duty at year-end varies among services not only due to differing attrition rates during the initial term of enlistment, but also because of differences in the length of that initial term and differing reenlistment rates.¹ This combination of factors leads to participation rates that vary markedly across services, particularly in 1977 and 1978 when many Navy and Air Force enlistees had not yet completed their first enlistment terms, while most Army and Marine enlistees had. The overall result is that less than 30 percent of the cohort as a whole is on active duty for more than three years (i.e., are still in the active forces at year-end 1977). Less than 15 percent of the full cohort remain in the active military for more than six years.

Although our primary research focus is not attrition behavior as such, our tracking of flows between active duty, the reserve forces, and the civilian sector readily yields information on differing attrition rates among different subgroups within the cohort. The subgroups we examined were identified by (1) AFQT score (above or below the 50th percentile); (2) education (less than high school diploma, GED certificate², high school diploma, education beyond high school); (3) race (white, black, or other); (4) sex; and (5) military occupation (occupation has a civilian counterpart, or it does not).

The results concerning attrition from active duty are in line with what would be expected from previous studies of attrition and reenlistment.³ The largest differences in patterns of active duty service over the eight year period (1974-1981) appear when the cohort is

¹ The most common first enlistment term was three years in the Army, but four years in the other services. Over 20 percent of those who enlist in the Air Force in 1974 eventually reenlist, while the number is less than 10 percent among Marines. For details, see Tables 3.1 and 3.4 below.

² General Education Development certificate, a high school equivalency degree granted by examination.

³ Detailed results showing year-end status for each subgroup are shown in Appendix Tables A.1 through A.5.

partitioned by educational level. Both within the years of the first term and in later years, enlistees who had a high school diploma at entry leave active duty less frequently than either non-high-school graduates or those with GEDs. There is a particularly marked relation between education and attrition before the end of the first term of enlistment in the Army and Navy, but the pattern holds as well in the Air Force and Marine Corps.

Smaller but persistent differences exist when the cohort is partitioned by AFQT score or by sex: Those with AFQT scores of 50 or above, and females, more often remain on active duty throughout their first term years, and more often reenlist.⁴ The three racial groups examined have roughly the same attrition behavior in the first term years, but blacks and "others" more often reenlist than do whites. Finally, in the cohort as a whole, no difference in first-term attrition patterns is evident between those with active duty jobs unique to the military (e.g., infantryman) and others (e.g., mechanics). Experiences vary among services, however: Those with military jobs that have no civilian counterparts reenlist more often than others in the Army, but among Marines those with such occupations reenlist less than half as often as the rest of the (Marine) cohort.

Although relatively few cohort members are to be found on active duty in the later years of the 1974-1981 period, even fewer appear in the Selected Reserves. As Table 2.1 shows, the greatest participation in the SR occurs in 1977 and in 1979, when about five percent of the total cohort are Selected Reservists at year-end. Personnel who enlisted in the Marine Corps in 1974 are less likely to join the SR than are those who enlisted in the other three services.⁵ Army veterans from the 1974 cohort, though no more likely to join the SR than Navy or Air Force veterans, are numerically more important to the Reserves because there are more of them in the cohort to begin with.

⁴ Research on more recent cohorts show more rapid attrition by females; see Richard Buddin, *Analysis of Early Military Attrition Behavior*, The Rand Corporation, R-3069-MIL, September 1984.

⁵ For our purposes, enlistees are categorized by their service of original enlistment, not by the component of the Selected Reserves (e.g., Army Reserve, National Guard) which they join.

Some subgroups within the 1974 enlisted cohort are more likely than others to join the SR after active duty. Specifically, as the Appendix tables illustrate, those with high school diplomas (with or without college as well), blacks, and women join the SR more often than cohort members who are men, or non-black, or non-high-school-graduates. AFQT and military occupation subdivisions reveal no persistent differences in Selected Reserves participation rates.

Records for the Individual Ready Reserves (IRR) may be less reliable than those for active duty or Selected Reserves personnel. By federal law, all male members of the 1974 enlisted cohort had a six-year obligation to the armed services, and any part of the six years not spent on active duty, or in the SR, is to be served in the IRR.⁶ The records did not support this pattern--many enlistees who leave the active forces after three or four years did not appear in the records of either the SR or the IRR thereafter (and so appear as civilians in Table 2.1). The data also show a noticeable amount of cycling between IRR and civilian sectors, which in theory should not occur. Such anomalies may well be due to poor record keeping in the IRR over the time period covered by our data, which would indicate the figures for IRR participation in Table 2.1 may be underestimates. With this caveat in mind, we note that the figures show at most 20 percent of the cohort is in the IRR in any single year (in 1977, when three-year active-duty commitments have ended).

As best we can determine from the available records, the IRR has a number of marked predilections among subgroups of the 1974 cohort. Women cohort members are rarely to be found there, probably because, for most of the period, they were exempt from the six-year total obligation (active plus ready reserve duty) imposed on male enlistees. Enlistees with GED certificates are much less likely to be in the IRR than are other enlistees. Finally, enlistees assigned militarily-unique jobs in their first term are much more likely to be in the IRR than are enlistees with jobs that have civilian counterparts.

⁶ The six-year obligation was extended to women enlistees in 1978.

The last section of Table 2.1 shows that those who leave and return to active duty within the same fiscal year (within-year reentry) are a negligible fraction of the cohort as a whole. They do, however, form a significant proportion of those who later become prior service accessions to active duty, and as such will be discussed in greater detail in the following two chapters.

THE MOVEMENT OF INDIVIDUALS

Table 2.1 shows the stock of personnel to be found in various components of the military at the end of each fiscal year between 1974 and 1981. However, in a study of prior service accessions (either returnees to active duty or active duty veterans who later join the Selected Reserves), flows are at least as important. Are the same individuals on active duty in 1979 as in 1978? Or have some who left in earlier years now returned to replace a part of those who left in 1978? Do such returnees come primarily from the civilian sector, or from the Selected Reserves? One way of examining such questions is to follow individuals as they move among the five status categories shown in Table 2.1. This tracking can be done either by using the proportion of individuals moving from one status to another each year, or by looking at the paths followed by enlistees over the eight year period as a whole (1974-1981).

For analysis of prior service accessions, there are among all possible annual transitions and paths two major areas of interest: (1) the flows of non-active-duty cohort members back into active duty, and (2) the flows into the Selected Reserves. Of special interest, of course, is the intersection of the two areas--returns to active duty that come at the expense of the SR.

As might be expected in view of service policies which discourage leavers to return to active duty, few of those from the 1974 cohort who are on active duty in any given year have come there from either the Reserves or the civilian sector. Most were on active duty the previous year, and are continuing a course of uninterrupted active military service. The situation is seen most clearly by examining active duty personnel from the cohort in each year, and noting from whence they come

(their status in the previous year). Table 2.2 shows such information. Of cohort personnel on active duty each year, 95-99 percent were also on active duty the previous year; less than 1 percent are p.s. accessions coming out of the Selected Reserves. Up to 5 percent are p.s. accessions from the civilian sector or from the Individual Ready Reserves.⁷

Table 2.2 mirrors for the 1974 cohort the larger generality that the services rely on p.s. accessions to active duty only for very minor numbers of people. More important, it shows that those p.s. accessions that do occur come (in the case of the 1974 cohort) more often from the

Table 2.2

PREVIOUS STATUS OF 1974 ENLISTEES ON ACTIVE DUTY EACH YEAR

Previous Year Status	Percent of 1974 Cohort's Active Duty Personnel Deriving from Each Source						
	1975	1976	1977	1978	1979	1980	1981
Active							
Army	99.7	99.8	95.8	91.4	94.8	95.5	95.1
Navy	99.7	99.6	99.0	95.3	91.3	93.6	93.1
USAF	99.1	99.8	99.7	98.9	98.1	97.3	96.6
USMC	99.1	99.5	97.2	93.7	89.5	92.3	91.3
Full cohort	99.7	99.7	98.1	94.8	94.7	95.4	94.8
Selected Reserves							
Army	0	0	0.4	1.2	0.6	0.8	0.8
Navy	0	0.1	0.3	0.8	0.8	0.8	0.8
USAF	0	--	0.1	0.2	0.1	0.4	0.5
USMC	0	--	0.2	0.4	0.6	0.6	0.8
Full cohort	0	--	0.2	0.7	0.5	0.7	0.7
IRR or Civilian							
Army	0.3	0.2	3.8	7.4	4.5	3.7	4.1
Navy	0.3	0.3	0.6	3.8	7.9	5.6	6.1
USAF	0.1	0.1	0.3	0.9	1.8	2.3	2.9
USMC	0.9	0.5	2.6	5.9	9.9	7.0	7.8
Full cohort	0.3	0.2	1.7	4.4	4.8	3.9	4.5

-- Less than 0.05 percent

⁷ Enlistees who leave and return within the same fiscal year are included among p.s. accessions from the civilian or IRR sectors.

civilian sector than from the Selected Reserves. From Table 2.1, however, it is apparent that in the years after 1976, civilians far outnumber Selected Reservists, so we would expect the number of p.s. accessions to active duty from the civilian sector to exceed that from the S.R.

Table 2.3 examines the flows between SR and active duty from another perspective. Rather than ask where p.s. accessions to active duty come from, we ask where Selected Reservists go. This table shows the percent of each year's reservists who, in the following year, leave the SR for active duty. Very few Selected Reservists from the 1974 cohort change to active duty--less than 5 percent (at most 600 individuals) in any single year. Most of those who leave the SR instead sever all contacts with the military (and become "civilians" in our terminology).⁸ Thus "diversion" of Selected Reservists to active duty in the 1974 cohort, though it does happen, might increase substantially without noticeable impacts on the SR.⁹

Table 2.3

PERCENT OF COHORT MEMBERS IN THE SR WHO MOVE TO ACTIVE DUTY STATUS

Service	1975	1976	1977	1978	1979	1980
Army	0	3.2	5.6	3.6	2.6	2.1
Navy	0	6.2	4.1	3.0	3.2	2.7
USAF	0	2.2	1.2	1.2	1.0	2.0
USMC	0	9.9	8.4	3.6	4.6	2.8
Full cohort	0	4.5	4.0	3.1	2.5	2.2

⁸ Each year, one-third to one-half the cohort members in the SR (6,000-10,000 people) leave to become civilians.

⁹ If prior service accessions to the Selected Reserves were to increase greatly, however, then the importance of "diversion" from the SR to active duty might well change.

In addition to p.s. accessions to active duty, we also are interested in flows of veterans into the SR. These p.s. accessions to the Reserves are already militarily trained and experienced, and so are valued highly. They may join the SR either directly after active duty, or after a period in civilian life. Also of interest is whether there are in-and-out flows, or whether those who enter the reserves tend to remain there for several years.¹⁰ Table 2.4 sheds light on both questions.

In the earlier years, most cohort members who enter the SR do so directly from active duty. In one sense this is not surprising: in the early years, most of the cohort is on active duty, so most enlistees who move to any other status would have to come from active status. A comparison of Table 2.4 with Table 2.1 reveals, however, that active duty personnel are in fact underrepresented among cohort members joining the Selected Reserves. That is, going by the absolute number of active duty enlistees, we would expect more direct transitions from active to SR status than we in fact observe. Underrepresentation occurs every year, but is insignificant during the 1974-76 period. After 1978, as many first-term enlistments end, the active duty group forms 13-19 percent of the cohort, but provides only 5 percent of the personnel moving into the SR.

If the active duty category is underrepresented among those who move into the Selected Reserves in any one year, enlistees who have been in the Selected Reserves previously are overrepresented, especially in the later years. That is, in later years cohort members who join the SR increasingly tend to remain there from one year to the next.

The likelihood of a cohort member moving from the civilian sector (or the IRR) to the SR varies markedly from year to year and service to service.¹¹ Throughout the period, however, these groups are

¹⁰ The standard SR term of enlistment for prior service accessions is one year.

¹¹ Because our data only concern the enlisted cohort of 1974, all personnel who join the SR do so after some period of active duty. Cohort members, however, can join the SR shortly after active duty, or after some delay. If the delay is more than 12 months, they will appear in Table 2.4 as moving from civilian (or IRR) status to the SR.

Table 2.4

SOURCES OF SELECTED RESERVE PERSONNEL

Source and Service[a]	Year					
	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
% of Selected Reserves coming from Active Duty						
Army	55.4	79.9	59.8	5.6	2.2	5.1
Navy	92.9	71.3	48.6	20.8	5.3	6.1
USAF	94.7	53.8	38.7	20.6	11.5	7.5
USMC	63.4	67.0	41.9	29.5	4.4	4.4
Full cohort	87.4	69.3	52.6	13.8	5.0	5.7
N[b]	1,794	4,775	9,400	1,838	887	806
% of Selected Reserves coming from Selected Reserve Duty						
Army	0	6.9	10.8	47.5	40.6	68.2
Navy	0	25.0	39.2	63.8	41.6	64.2
USAF	0	35.4	52.5	63.0	46.4	73.9
USMC	0	14.9	17.8	28.6	33.6	56.8
Full cohort	0	21.7	25.9	53.9	41.6	67.7
N[b]	0	1,496	4,624	7,184	7,455	9,589
% of Selected Reserves coming from IRR or Civilian Status						
Army	44.6	13.2	29.3	46.8	57.2	26.8
Navy	7.1	3.6	12.2	15.4	53.1	29.7
USAF	5.3	10.9	8.8	16.4	42.2	18.6
USMC	36.6	18.0	40.2	41.9	62.1	38.8
Full cohort	12.6	9.0	21.6	32.3	53.4	26.6
N[b]	259	622	3,860	4,312	9,569	3,760

[a] Service refers to that of original enlistment (1974), not service of Selected Reserve duty.

[b] Number of enlistees in the full cohort who make the transition indicated.

underrepresented among those joining the reserves.

As mentioned above, another way of looking at flows among the active forces, the civilian sector, and the reserves is to examine some of the more common multiyear paths followed by 1974 enlistees. To simplify the analysis, we use the convention that civilian and IRR status are equivalent (from the point of view of analyzing p.s. accessions to active and SR forces). Table 2.5 shows the most popular routes taken in each service, where each enlistee's path is identified by his or her year-end status in each fiscal year, 1974-1980. (We ignore 1981 status because of our lack of data from the SR for that year.)

Paths with two or three years of active duty before the enlistee leaves the military (e.g., path AAACCCC) are the most common route in all services except the Air Force, where such a path is second to a continuous-service path in popularity. Continuous-service paths are followed by a significant minority of enlistees in every service, being chosen by 22 percent of Air Force personnel and 7-10 percent of enlistees in the other services. Early attritions--enlistees following the ACCCCCC and CCCCCC paths--appear fairly frequently in all services. Paths incorporating participation in the Selected Reserves appear in the "top ten" list in the Army, Navy, and Air Force, but not in the Marines. In every service such a path is followed by at most 1 or 2 percent of enlistees. Paths incorporating return to active duty after some period either in the civilian sector or in the SR are even more rare.

SUMMARY

Analysis of longitudinal data concerning the full n.p.s. enlisted cohort of 1974 leads to several conclusions. First, both the data on the percent of the cohort on active duty in any one year and the path analysis confirm the by now well-known findings that enlisted recruits do not remain long in the active forces. Retention rates vary with education and (to a lesser extent) with AFQT score. Second, patterns of movement between active and Selected Reserve forces indicate that relatively few cohort members join the SR, and even fewer leave the SR to return to active duty. Thus even dramatically increased numbers of

Table 2.5

TOP TEN PATHS FOLLOWED BY COHORT MEMBERS

<i>Army</i>				<i>Navy</i>			
Route	No.	Percent of Cohort	Cumulative Percent	Route	No.	Percent of Cohort	Cumulative Percent
AAACCCC	41,322	22.9	22.9	AAACCCC	16,374	18.0	18.0
ACCCCCC	32,243	17.9	40.8	ACCCCCC	14,444	15.9	33.9
AACCCCC	28,942	16.1	56.9	AAAACCC	13,152	14.5	48.4
CCCCCCC	22,861	12.7	69.5	AACCCCC	10,006	11.0	59.4
AAAAAAA	17,985	10.0	79.5	CCCCCCC	9,995	11.0	70.4
AAAACCC	5,344	3.0	82.5	AAAAAAA	9,301	10.2	80.6
AAAAAAC	3,635	2.0	84.5	AAAAAAC	2,678	2.9	83.6
AAAAACC	2,436	1.4	85.8	AAAAACC	2,541	2.8	86.4
AAASCCC	2,402	1.3	87.2	AAASCCC	871	1.0	87.3
AAACCSC	1,086	0.6	87.8	AASSCCC	616	0.7	88.0

<i>Air Force</i>				<i>Marine Corps</i>			
Route	No.	Percent of Cohort	Cumulative Percent	Route	No.	Percent of Cohort	Cumulative Percent
AAAAAAA	16,066	21.9	21.9	AACCCCC	9,548	20.9	20.9
AAACCCC	12,702	17.3	39.1	AAACCCC	8,239	18.0	38.9
ACCCCCC	9,014	12.3	51.4	ACCCCCC	7,805	17.1	55.9
AAAACCC	8,885	12.1	63.5	AAAACCC	6,749	14.7	70.7
CCCCCCC	6,443	8.8	72.2	CCCCCCC	4,443	9.7	80.4
AACCCCC	6,413	8.7	81.0	AAAAAAA	3,361	7.3	87.7
AAAAAAC	3,241	4.4	85.4	AAAAAAC	704	1.5	89.3
AAAAACC	3,171	4.3	89.7	AAAAACC	699	1.5	90.8
AAAACSS	352	0.5	90.2	AAAACAA	205	0.4	91.2
AAASCCC	297	0.4	90.6	CACCCCC	188	0.4	91.7

NOTE: Each letter indicates year-end status, where A = active duty, C = civilian or Individual Ready Reserves, and S = Selected Reserves.

p.s. accessions to active duty are unlikely to have much impact on the strength of the SR. Third, as best we can determine with the suspect data for the IRR, less than half of the 1974 cohort actually fulfilled a commitment of six years of military service (active plus SR or IRR duty), even though over 90 percent of the cohort (i.e., all male enlistees) presumably had such a commitment. Fourth, cohort members with high school diplomas, or who are black, or female, are more likely to become Selected Reservists than are others. Finally, cohort members with active duty occupations unique to the military are more likely to serve in the IRR than are those whose military jobs have civilian counterparts.

III. PRIOR SERVICE ACCESSIONS FROM THE 1974 ENLISTED COHORT

In this chapter we compare the personal and military characteristics of the full cohort with characteristics of (1) those who later re-enlist, (2) those who later become prior service accessions to active duty and (3) those who later join the Selected Reserves.¹ This comparison serves a number of purposes. First, prior service accessions to active duty are to some extent a substitute for reenlistments. Both routes provide the military with personnel who already have training and experience with both basic combat skills and a specific military job. The information below allows us to compare some of the personal and military characteristics of cohort members forming these two substitute sources of trained manpower. Second, although p.s. accessions to the Selected Reserves from any single cohort may be few, in the aggregate p.s. accessions are quite important to the SR, providing about one-half of each year's accessions in the 1977-1980 period. The information in this chapter allows us to compare, for one cohort, those who join the SR with the full pool of veterans which are potential reservists. Finally, the information below allows us to further explore the issue of whether prior service accessions to active duty come from the same pool of veterans as p.s. accessions to the SR.

In the following tables, we label prior service accessions to active duty as the P.S.1 group. Accessions to SR that occur in the same fiscal year as the separation from active duty we call the P.S.2 group, and accessions to the SR that occur after at least one year in the civilian sector we label the P.S.3 group. An individual cohort member may be included in more than one prior service group, for instance if an

¹ Each service has its own definition of prior service accessions to active duty and to the SR, with the definitions differing as to how long the enlistee must have served in the first active duty term. The definition we use in this report includes as prior service accessions all members of the 1974 cohort who were on active status for any period, however brief, following the first enlistment. In practice, this definition includes only a handful of enlistees who did not remain on active duty at least through basic training during the first enlistment term. And only 5 percent did not finish their full first enlistment term.

enlistee joins the SR after his first term of enlistment, then later rejoins the active forces. Table 3.1 documents the size of each group used in the comparisons.

None of the three prior service accessions groups accounts for more than 5 percent of the total cohort. Although each prior service group is small in itself, the three groups together are roughly the same percent of the cohort as are reenlistees. That is, approximately the same number of enlistees use their military training and experience through later participation in active or reserve forces as use it by remaining on active duty continuously through two or more terms of

Table 3.1

THE 1974 COHORT: COUNTS AND PERCENTAGES

Group	Army	Navy	Air Force	Marines	Total
Full cohort	180,308	90,877	73,515	45,760	390,460
Reenlistees[a]					
Number	25,941	11,182	16,813	4,436	58,372
% of cohort	14.4	12.3	22.9	9.7	14.9
P.S.1[b]					
Number	6,968	3,701	1,708	1,894	14,271
% of cohort	3.9	4.1	2.3	4.1	3.7
P.S.2[c]					
Number	8,378	6,333	3,971	797	19,479
% of cohort	4.6	7.0	5.4	1.7	5.0
P.S.3[d]					
Number	11,014	3,043	2,165	1,493	17,715
% of cohort	6.1	3.3	2.9	3.3	4.5

[a] 1974 n.p.s. enlistees who reenlist at the end of their first enlistment term.

[b] 1974 n.p.s. enlistees who leave active duty but return to enlist later as a prior service accession.

[c] 1974 n.p.s. enlistees who join the Selected Reserves in the same fiscal year they separate from active duty.

[d] 1974 n.p.s. enlistees who join the Selected Reserves after separating from active duty, but who wait until a later year to do so.

NOTE: A cohort member may fall in more than one P.S. category.

enlistment.² In addition, the numbers in Table 3.1 understate the true size of the prior service groups because of truncation: In years after those for which we have data, more cohort members will join the SR, or rejoin the active forces.

PERSONAL CHARACTERISTICS

Mean values for age at entry and separation, and for the number of dependents at entry and separation, are shown in Table 3.2 for the full cohort and the four categories of interest. In all services, there are no major differences between the full cohort and the four sub-categories.

Similar comparisons for each service for distributions by race, sex, and education are shown in Tables A.6-A.8 in the Appendix. Table 3.3, which shows the results for all services combined, reinforces one finding discussed in the previous chapter: nonwhites are found more often among reenlistees than would be expected from their proportion in the cohort as a whole. Blacks are found disproportionately in all three prior service categories as well, but the difference is slight except in the P.S.3 group--those that join the Selected Reserves following separation from active duty, but who do so in a later year. This result is heavily influenced by Army cohort members: almost all black enlistees in the P.S.3 group were originally in the Army.³

Women enlistees form 8 percent of the 1974 cohort, but 11 percent of the reenlistees from the cohort. They are also overrepresented among cohort members who join the Selected Reserves (either immediately--P.S.2--or at a later date--P.S.3). Women are nonetheless somewhat underrepresented among those who later return to active duty (P.S.1). The Navy is unique among the services in that women are overrepresented

² We do not know, however, how the total number of person-years contributed to the military by the three prior service groups compares with that contributed by reenlistees. In view of our data on second-term completion rates for the P.S.1 group, and turnover rates for the P.S.2 and 3 groups, we would expect reenlistees to be well ahead on a years-of-service measure.

³ All four services are well-represented among P.S.3 personnel who are white or "other." See Table A.6 in the Appendix for details.

Table 3.2

COMPARISONS AMONG THE FULL COHORT, REENLISTEES, AND RETURNEES:
MEAN VALUES OF SELECTED VARIABLES

Variable and Group	Army	Service Navy	USAF	USMC	All Services Combined
Age at entry					
Full cohort	19.0	18.5	19.1	18.4	18.9
Reenlistees	19.5	18.9	19.2	18.5	19.2
P.S.1[a]	18.8	18.5	18.9	18.3	18.6
P.S.2[b]	19.2	18.8	19.2	18.7	19.1
P.S.3[c]	19.0	18.8	19.1	18.5	19.0
Age at first separation					
Full cohort	21.1	21.2	22.2	21.0	21.3
Reenlistees		Not Applicable			
P.S.1	21.7	22.2	23.0	21.6	22.0
P.S.2	22.3	21.8	22.3	22.0	22.2
P.S.3	21.7	22.2	22.5	21.5	21.9
Number of dependents: FY74					
Full cohort	.23	.12	.31	.12	.21
Reenlistees	.34	.18	.38	.18	.31
P.S.1	.18	.12	.29	.09	.16
P.S.2	.23	.12	.33	.15	.22
P.S.3	.19	.11	.29	.12	.18
Number of dependents at first separation					
Full cohort	.53	.40	.72	.42	.52
Reenlistees		Not Applicable			
P.S.1	.46	.47	.80	.40	.49
P.S.2	.56	.34	.74	.49	.53
P.S.3	.40	.38	.65	.43	.43

NOTES: A cohort member may be included in more than one P.S. category. For all variables, subgroup means are well within one standard deviation of the full cohort mean.

[a] Cohort members who separate, then later become prior service accessions to active duty.

[b] Cohort members who enter the Selected Reserves in the same fiscal year that they leave active duty.

[c] Cohort members who enter the Selected Reserves in a later fiscal year than the one that they left active duty.

Table 3.3

COMPARISONS BY RACE, SEX, AND EDUCATION: ALL SERVICES COMBINED

	Full Cohort	Reenlistees	P.S.1	P.S.2	P.S.3
Race					
White	75.6%	71.2%	74.3%	74.9%	67.5%
Black	22.7	26.2	24.3	23.6	30.6
Other	1.7	2.6	1.4	1.5	1.8
Total	100.0	100.0	100.0	100.0	100.0
Sex					
Male	92.1	89.1	93.5	90.4	90.8
Female	7.9	10.9	6.5	9.6	9.2
Total	100.0	100.0	100.0	100.0	100.0
Highest year of education (at entry)					
1-8 years	1.5%	0.6%	1.0%	0.8%	1.1%
1 or 2 years H.S.	16.4	8.5	14.5	9.5	13.3
3 or 4 years H.S., but no diploma	17.1	11.5	17.4	13.3	16.3
GED	4.6	4.1	4.0	2.8	3.5
H.S. diploma[a]	54.8	68.3	58.7	64.4	59.1
Some college	5.7	6.9	4.3	9.2	6.6
Total	100.0	100.0	100.0	100.0	100.0

[a] Includes GED enlistees in the Navy

in the P.S.1 category: they comprise 7.5 percent of the cohort as a whole, but 8.4 percent of later p.s. accessions to active duty. Table A.7 in the Appendix details other, more minor differences among the services with respect to female reenlistment and p.s. behavior.

When cohort members are stratified by educational level at entry in 1974, those who later reenlist as well as those in all three prior service groups more often are high school graduates than are cohort members as a whole. The reenlistee group has the highest proportion of high school graduates, with the P.S.2 group (those who enter the SR within a year of leaving active duty) doing almost as well. The P.S.1 group (returnees to active duty) most resemble the cohort as a whole in terms of education levels; they had less education at the time of

initial enlistment than either reenlistees or p.s. accessions to the SR. This pattern holds both for the cohort as a whole and for the Army, Navy, and Marine Corps separately.

Thus in terms of age, number of dependents, race, and education prior service accessions to active duty are reasonably representative of the full cohort. In race and education, however, they are different from reenlistees.

The two prior service categories to the SR (P.S.2 and 3) show differences both from the reenlistees and from p.s. accession to active duty in terms of their distribution by race, education, and sex, but not in terms of age or number of dependents. This finding suggests that reservists and prior service accessions to active duty may be drawn from somewhat different subgroups within the 1974 cohort.

MILITARY CHARACTERISTICS AT ENTRY

At the time active duty began for each enlistee in 1974, he or she had acquired the following military attributes: (1) a term of enlistment, (2) an AFQT score, and (3) an entry pay grade. Also acquired either at entry or relatively shortly thereafter (the length of time varies by service) is a primary military occupation. In this section, we will compare the three p.s. groups and reenlistees with the full cohort using these four military attributes. We do this as one approach to comparing the "desirability" of each of the groups to the military, which may be expected to have certain preferences regarding these attributes--longer terms of enlistment may be preferred, for example, as well as higher AFQT, higher entry pay grade (assuming pay grade is correlated with skill), and shortage specialties.

The distribution by original term of enlistment appears in Table 3.4. Those who later reenlist apparently begin their military careers with more confidence than other cohort members in the armed forces: in each of the four services, their initial enlistments are longer than for the cohort as a whole. These results should be interpreted with some caution, however, in the Navy and Air Force, which have significant numbers of six-year first-term enlistments. Those with six-year first terms will have left active duty only in 1980 (assuming they complete the first term), and hence will undoubtedly appear in increasing numbers

Table 3.4
DISTRIBUTION BY ORIGINAL TERM OF ENLISTMENT

Group	2 Years		3 Years		4 Years		6 Years	
	No.	%	No.	%	No.	%	No.	%
Army								
Full cohort	40,330	22.4	125,126	69.4	14,838	8.2	14	--
Reenlistees	3,766	14.5	18,814	72.5	3,360	13.0	1	--
P.S.1	2,272	32.6	4,213	60.5	482	6.9	1	--
P.S.2	1,997	23.8	6,014	71.8	367	4.4	0	0
P.S.3	4,182	38.0	6,080	55.2	752	6.8	0	0
Navy								
Full cohort	250	0.3	21,845	24.0	56,152	61.8	12,627	13.9
Reenlistees	20	0.2	1,765	15.8	8,454	75.6	943	8.4
P.S.1	7	0.2	813	22.0	2,315	62.6	566	15.3
P.S.2	88	1.4	628	9.9	1,270	20.1	4,346	68.6
P.S.3	13	0.4	596	19.6	1,740	57.2	694	22.8
USAF								
Full cohort	10	--	0	0	57,025	77.6	16,479	22.4
Reenlistees	0	0	0	0	12,529	74.5	4,284	25.5
P.S.1	0	0	0	0	1,314	76.9	394	23.1
P.S.2	5	0.1	0	0	3,233	81.4	733	18.5
P.S.3	0	0	0	0	1,835	84.8	330	15.2
USMC								
Full cohort	10,141	22.2	8,594	18.8	26,940	58.9	83	0.2
Reenlistees	493	11.1	685	15.4	3,256	73.4	2	--
P.S.1	580	30.6	295	15.6	1,009	53.3	10	0.5
P.S.2	235	29.5	198	24.8	351	44.0	13	1.6
P.S.3	497	33.3	262	17.5	732	49.0	2	0.1
All services combined								
Full cohort	1,731	13.0	155,565	39.8	154,955	39.7	29,203	7.5
Reenlistees	4,279	7.3	21,264	36.4	27,549	47.3	5,230	9.0
P.S.1	2,839	20.0	5,321	37.3	5,120	35.9	971	6.8
P.S.2	2,325	11.9	6,840	35.1	5,221	26.8	5,092	26.1
P.S.3	4,692	25.5	6,938	39.2	5,059	28.5	1,026	5.8

in the P.S.1 and P.S.3 groups in future years, as enlistees return to active duty, or join the reserves, after some time spent in civilian life. These future returnees will increase the percentages of the P.S.1 and P.S.3 groups in the Navy and Air Force with a six-year first term.

Because in each service reenlistees have longer first terms, and because there are more reenlistments in the services with longer standard first terms (Navy and Air Force), the results for all four services combined show markedly longer first terms of enlistment for those who later reenlist than for the cohort as a whole. Due primarily to the dominant influence of the Army, the P.S.1 group for all services combined has slightly shorter first terms than the full cohort, as do P.S.3 personnel. The striking tendency for Navy personnel who join the Selected Reserves in the same fiscal year they leave active duty to have six-year first terms skews the distribution for all services combined toward long first enlistment terms.

The distribution by AFQT category of the 1974 cohort and the various p.s. groups are shown in Table 3.5. Category I is the highest classification (AFQT scores of 93-99), and Category IV is the lowest classification acceptable to the armed forces (AFQT scores of 10-30). Among Army enlistees, those who later reenlist fall somewhat more often into the higher AFQT categories, as compared with the full cohort. There also is a slight tendency for members of all three p.s. groups to come from the lower AFQT categories. All groups, however, are reasonably close to Army enlistees as a whole in terms of their distribution by AFQT category.

The other three services show more variation. Although Navy and Marine Corps reenlistees are more often in the higher AFQT categories than the average enlistee, in the Air Force the P.S.2 group has a slight edge. In all four services, the P.S.1 does somewhat less well than the full cohort in terms of their distribution by AFQT category, and among prior service accessions to the SR, the P.S.2 groups outperforms the P.S.3 group.

Information concerning the entry pay grades of Marine members of the 1974 cohort are not available from our data, but in the other three services 1974 enlistees most often enter active duty at pay grade E-1*

* In the Army, 95 percent of all 1974 enlistees entered at grade E-1; in the Navy, 63 percent, and in the Air Force, 75 percent.

(though in both the Navy and Air Force, 10 to 20 percent of the full cohort enter with E-3 pay grade). Within each service, there is little variation across sub-categories of the cohort. The exception is in the Navy: one-third of 1974 enlistees who later reenlisted entered at pay grade E-3, whereas in the cohort as a whole only 14 percent began active duty at that rank.

Our data allow us to examine the military occupations of enlistees based on 1-digit Department of Defense Occupational Codes for each enlistee at the end of fiscal year 1974. In the Army and Air Force, the distribution by 1974 occupational group is approximately the same for those who later reenlist, and those who later become prior service accessions, as it is for the cohort as a whole. In the Navy and Marines there is more variation: p.s. accessions are distributed much like the full cohort, but those who later reenlist more often appear in 1974 as either repairmen or support personnel, and less often as infantry, gun crew, or seamanship specialists, as compared to the cohort as a whole. These results must be regarded as tentative, however, due to a large amount of missing data: for the cohort as a whole only half of the enlisted personnel have a primary MOS on their Master Record for year-end 1974.⁵

MILITARY CHARACTERISTICS AT EXIT (OR END OF FIRST TERM)

To compare success in the military by the full cohort, reenlistees, and the three prior service categories, we have tabulated pay grade at the end of the first term of enlistment and (except for reenlistees) discharge code at the time of separation from active duty.

The distribution of enlistees by exit pay grade will be influenced both by entry pay grade and term of service, and so we compare exit pay grades after controlling for both. The results for the most common entry pay grade and term of enlistment in each of the three services reporting entry pay grades are shown in detail in Table A.9 in the Appendix and are summarized in Table 3.6.

⁵ In part the data are missing because the Air Force and Navy do not assign specific occupational specialties to enlistees until the completion of occupational training. However, even in the Army, which has no such practice, over half of the cohort have no occupational specialty code on their records at year-end 1974.

Table 3.6

PAY GRADE AT THE END OF THE FIRST TERM OF ENLISTMENT:
MODAL TERM OF ENLISTMENT AND ENTRY PAY GRADE

Service/ Group	Pay Grade at End of First Term (Percent of Total)						
	E-1,E-2 or E-3	All Enlistees E-4	E-5 or Above	Did Not Finish	E-1,E-2 or E-3	Finishers Only E-4	E-5 or Above
Army[a]							
Full cohort	10.2	42.7	3.5	43.5	18.2	75.7	6.1
Reenlistees	3.5	57.7	38.8	0	3.5	57.7	38.8
P.S.1	15.3	72.9	7.4	4.5	16.0	76.3	7.7
P.S.2	13.9	75.4	7.0	3.6	14.5	78.3	7.2
P.S.3	17.9	63.9	4.1	14.0	20.9	74.4	4.8
Navy[b]							
Full cohort	8.5	23.9	10.1	57.5	20.0	56.3	23.7
Reenlistees	1.9	45.6	52.4	0	1.9	45.6	52.4
P.S.1	15.4	48.3	19.7	16.6	18.5	57.9	23.6
P.S.2	8.6	42.5	16.6	32.3	12.7	62.8	24.6
P.S.3	9.6	38.9	11.4	40.1	16.1	64.8	19.1
USAF[c]							
Full cohort	0.8	37.2	0.6	61.4	2.1	96.3	1.6
Reenlistees	0.3	92.0	7.5	0	0.3	92.0	7.5
P.S.1	9.4	54.1	2.6	33.9	14.3	81.8	3.9
P.S.2	0.6	20.8	0.5	78.0	3.2	94.5	2.3
P.S.3	1.0	29.6	0.4	69.1	3.0	95.6	1.4

[a] Term of enlistment is 3 years, entry pay grade is E-1.

[b] Term of enlistment is 4 years, entry pay grade is E-1.

[c] Term of enlistment is 4 years, entry pay grade is E-1.

Table 3.6 records the percent of the full cohort (or the percent of all cohort members who later become reenlistees, or prior service accessions) who enter at pay grade E-1 and end their first tour of enlistment at the levels shown. The table has two panels; the left-hand panel includes enlistees who fail to complete their first term of service, while the right-hand panel includes only those who complete their full first term.

Some 1974 cohort members who left only to later reenter the active forces did not complete their first term of enlistment. The proportion not finishing is surprisingly high in the Navy and Air Force, but fairly

small in the Army.⁶ Similarly, a significant fraction of those who left active service and joined the SR did not complete the full active duty term--and again this phenomenon is more common in the Navy and Air Force than in the Army.

Abstracting from differences in completion rates, the "Finishers Only" panel in Table 3.6 shows reenlistees consistently advance more rapidly during their first term than do others who also finish their first term. This result holds for all entry pay grade/term of enlistment combinations, not just those shown in Table 3.6. The performance of the three prior service groups varies from service to service: those who later return to active duty outperformed the full cohort in their first term in the Navy, underperformed in the Air Force, and were about the same in the Army. Among p.s. accessions to the SR, those who went into the reserves in the same fiscal year they left active duty did slightly better in their first term than those who waited until a later fiscal year to join the reserves. In all three services, both SR groups advanced somewhat faster in their original active duty term than did prior service accessions to active duty.

Thirty-eight percent of enlistees in the full cohort received discharges from the military under adverse circumstances, that is, due to failure to meet minimum military behavioral and performance criteria.⁷ In view of the screening procedures for p.s. accessions to active duty and the SR, it is not surprising that many fewer such discharges appear among enlistees in those groups. The distribution of cohort members by type of discharge at the time of first separation is shown for all services combined in Table 3.7. Similar information for each service separately appears in Table A.10 in the Appendix.

⁶ Until FY1981, enlistees claiming nonprior service status were not checked for records of previous military service. Thus some of the reentry by personnel who did not complete the first term may be accounted for by enlistees who failed to disclose their incomplete previous term. In addition, we classify some cohort members as p.s. accessions when their services do not--the Air Force, for example, requires at least six months active duty during the first term before putting a recruit in the p.s. category. We will, therefore, include a few people as "p.s.-did not finish first term" where the Air Force regards them as n.p.s.

⁷ Discharge under adverse circumstances is defined by Interservice Separation Codes 60-89.

Table 3.7

DISCHARGE CODE AT FIRST SEPARATION, ALL SERVICES COMBINED

	Full Cohort	P.S.1	P.S.2	P.S.3
Release from active duty	48.7	90.2	94.5	85.7
Medical disqualification	5.6	0.9	0.3	0.7
Hardship, retirement, death	7.6	4.3	2.5	6.0
Officer program	0.8	0.3	--	0.5
Adverse circumstances	37.2	4.3	2.7	7.2
Total	100.0	100.0	100.0	100.0

-- Less than 0.05 percent.

For the cohort as a whole, discharges under adverse circumstances range from 30 percent of the total in the Air Force to 41 percent in the Army. In the P.S.1 group, the rate of adverse discharges ranges from 3.7 percent (Navy) to 6.8 percent (Air Force). Exits because of medical reasons, hardship or retirement, or entry to an officer program varies little among the services, except that the Air Force has roughly three times as many of the P.S.1 group leaving the first time around due to hardship or retirement than do the other three services.¹

For all services combined, and for each service individually, enlistees who immediately enter the Selected Reserves (P.S.2) are somewhat less likely to have discharges under adverse circumstances than those who later reenter active service. In contrast, those who join the Reserves after some gap (P.S.3) are much more likely to have adverse-circumstance discharges than the P.S.1 group (although still far below the adverse discharge rate in the full cohort). Again this pattern holds for each service separately as well as for all services combined.

¹ The Air Force lost approximately twice as many enlistees from the 1974 entering class as a whole to hardship or retirement discharges as did the other three services.

SUMMARY

The two groups of already-trained manpower, reenlistees and prior service accessions, are different from each other on most of the dimensions we examined. This outcome is primarily the result of differences between the full cohort and those who reenlist. Those who later become prior service accessions to active duty are only marginally different from the full cohort in terms of most of the military and personal characteristics we examined. The exceptions were the following: P.S.1 personnel overrepresent slightly low AFQT categories at entry; they enlist for a somewhat shorter first term; they finish their first term much more often (although they advance at about the same speed as other finishers); and they much less frequently are discharged for failure to meet behavior or performance criteria.

In terms of entry AFQT category, and advancement rates among those who finish their first term of enlistment, P.S.1 personnel are quite similar to P.S.2 and 3. All three prior service groups receive adverse discharges much less often than other cohort members, although the P.S.3 group is worse in this respect than either P.S.1 or P.S.2.

When all military characteristics are considered, it appears that on most dimensions there are marked differences between those who leave active duty and reenlistees; the cohort members who were more successful in their first military term are more likely to reenlist. There are fewer differences among cohort members who separate from active duty but then have some further contact with the military, but variations do appear among the various prior service categories. Those who appear in the SR in the same fiscal year they leave active duty were more successful in their first term than were those who joined the SR in a later fiscal year. Both SR groups were more successful than cohort members who later returned as prior service accessions to active duty. Thus the SR seems to be drawing a somewhat different group of veterans than the active forces--though whether this is due to selectivity on the part of the SR or due to the preferences of veterans, we cannot tell.

Prior service personnel returning to active duty are measurably less attractive to the armed forces than reenlistees, as shown by discharge status and speed of promotion in the first term, and they are

somewhat less attractive than p.s. personnel who join the reserves. They are, however, already militarily trained, and information on their behavior in the military is known. Whether these advantages are enough to make using them preferable to attracting and training new recruits is beyond the scope of this research.

IV. COHORT MEMBERS WHO RETURN TO ACTIVE DUTY: FURTHER DETAIL

In this chapter we further examine cohort members who leave the active forces only to return to them at a later date--the P.S.1 group of the previous chapter. Over 15,000 cohort members had returned by the end of FY1981, and undoubtedly more will return in future years. Using data on those who have returned already, we describe below a number of attributes associated with their return, and compare their military performance after they return with that of reenlistees. The objective of this exercise is to simultaneously learn more about the P.S.1 group and compare them to reenlistees as a source of trained manpower for the active forces.

Throughout the following discussion when cohort members are identified by service, the service is that of original enlistment, rather than the one the member later joins as a p.s. accession. About 80 percent of the time, the two services are the same; a cross-tabulation of original service by service of p.s. accession appears in Table A.11 in the Appendix.

RETURN RATES AND PATHS

Table 4.1 shows the rate at which 1974 enlistees who have left active service return again for each year, 1975-1981. The return rates in this table may be different from rates for other cohorts, as policies concerning both n.p.s. and p.s. accessions have changed from time to time. The rates in the table, unlike those usually seen in discussions of p.s. accessions, are based on a measurement of the true "population at risk"--i.e., the actual number of enlistees from the 1974 cohort who each year are in a position to return to active duty.

The definition of population at risk used in compiling Table 4.1 is a broad one--all cohort members not currently on active duty are included. Our data would allow us to define the population at risk more narrowly, excluding, say, cohort members with discharges under adverse circumstances, or whose reenlistment eligibility code at the time of first separation was "ineligible to reenlist." We do not use a narrower

Table 4.1

PRIOR SERVICE ACCESSIONS TO ACTIVE DUTY: RETURN RATES

Year	Army			Navy			Air Force			Marines			All Services Combined		
	Accessions	At Risk(a)	%	Accessions	At Risk(a)	%	Accessions	At Risk(a)	%	Accessions	At Risk(a)	%	Accessions	At Risk(a)	%
1975	401	57,370	0.7	214	26,235	0.8	49	16,914	0.3	290	12,968	2.2	954	113,487	0.8
1976	497	93,786	0.5	257	39,899	0.6	76	24,595	0.3	209	23,499	0.9	1,039	180,779	0.6
1977	1,862	148,339	1.3	439	59,484	0.7	129	39,523	0.3	349	32,823	1.1	2,779	280,169	1.0
1978	1,843	153,475	1.2	984	75,323	1.3	295	49,867	0.6	414	40,447	1.0	3,536	319,112	1.1
1979	1,298	154,979	0.8	887	77,478	1.1	376	53,480	0.7	438	41,027	1.1	2,999	326,964	0.9
1980	1,027	158,368	0.6	745	79,766	0.9	536	56,782	0.9	349	41,549	0.8	2,657	336,465	0.8
1981	1,019	160,569	0.6	759	80,543	0.9	431	58,287	0.7	346	41,995	0.8	2,555	341,394	0.7

(a) All members of the 1974 cohort except those on continuous active duty throughout the year.

definition because in fact we found significant numbers of p.s. accessions from both of these groups, as well as from other categories that we might think a priori would be ineligible.

The pattern of return rates shown in Table 4.1 is broadly similar for Army, Navy, and Air Force personnel: return rates are small throughout the period, but they are non-zero even in years when the only personnel at risk are those who have failed to complete their first term of duty. Return rates peak in the two to three years following the end of first-term enlistments, then decline (as best we can tell with few post-first-term years of data for Navy and Air Force). The pattern for Marines is quite different, with the return rate highest in 1975 and declining steadily thereafter. For all services, however, prior service accessions from the cohort continue to occur in later years, and show no sign of falling to zero. Apparently a few enlistees continue to return even long after their initial exit from active duty.

Paths Taken by Returnees

Although there is a good deal of variety in routes that cohort members take in returning to active duty, the paths appearing most often are shown in Table 4.2. Depending on the service, between 50 and 60 percent of p.s. accessions from the cohort return by one of these routes.

In all services, the most popular paths reflect a completion of the standard first enlistment term, followed by a relatively short period of separation, followed by a return to active duty for as long as we have data. Table 4.2 also indicates, however, the importance of personnel with a two or three year break in service. Paths with such gaps account for 20-25 percent of the prior service personnel.

Length of Absence From Active Duty

Table 4.3 shows in more detail how long cohort members were out of the active military before they returned. Patterns vary somewhat by service, with Navy personnel returning most rapidly and Army enlistees most slowly. This result must be interpreted with caution, however, because the severity of the truncation problem varies by service: our

Table 4.2
ROUTES TO REENTRY

<i>Army</i>				<i>Navy</i>			
Route	No.	Percent of Returnees	Cumulative Percent	Route	No.	Percent of Returnees	Cumulative Percent
AAACAAAA	773	11.1	11.1	AAAACAAA	346	9.3	9.3
AAACCAAA	432	6.3	17.4	AAAAMAAA	304	8.2	17.6
AAAMAAAA	437	6.3	23.7	AAAACCAA	261	7.1	24.6
AACAAAAA	361	5.2	28.9	AAAACCCA	251	6.8	31.4
AAACCCCA	319	4.6	33.5	AAACAAAA	237	6.4	37.8
AAACCCAA	316	4.5	38.0	AAACCAAA	139	3.8	41.6
AAASAAAA	167	2.4	40.4	AAACCCAA	127	3.4	45.0
AACCAAAA	166	2.4	42.8	AAACCCCA	109	2.9	47.9
AACCCAAA	140	2.0	44.8	AAAMAAAA	102	2.8	50.7
AAMAAAAA	140	2.0	46.8	AAAAAACA	92	2.5	53.2

<i>Air Force</i>				<i>Marine Corps</i>			
Route	No.	Percent of Returnees	Cumulative Percent	Route	No.	Percent of Returnees	Cumulative Percent
AAAACAAA	123	7.2	7.2	AAAACAAA	160	8.4	8.4
AAACAAAA	119	7.0	14.2	AAAACCAA	126	6.7	15.1
AAAAAAMA	116	6.8	21.0	AAAACCCA	109	5.8	20.9
AAAACCAA	105	6.1	27.1	AAACAAAA	102	5.4	26.2
AAACCAAA	101	5.9	33.0	AAAAMAAA	79	4.2	30.4
AAAACCCA	92	5.4	38.4	AACAAAAA	68	3.6	34.0
AAAAAACA	90	5.3	43.7	AAACCCAA	60	3.2	37.2
AAACCCAA	84	4.9	48.6	AAACCCCA	60	3.2	40.3
AAAAACAA	73	4.3	52.9	AAACCAAA	59	3.1	43.5
AAAAACCA	67	3.9	56.8	AACAACCC	54	2.9	46.3

NOTE: Each letter indicates year-end status, where A = active duty, C = civilian or Individual Ready Reserves, S = Selected Reserves, M = within-year reentry.

Table 4.3

BREAK IN SERVICE FOR PRIOR SERVICE
ACCESSIONS TO ACTIVE DUTY

Break in Service (No. of Months)	Army		Navy		USAF		USMC	
	No.	%	No.	%	No.	%	No.	%
0-3	762	10.9	770	20.8	293	17.2	345	18.2
4-12	1,587	22.8	817	22.1	347	20.3	465	24.6
13-24	1,749	25.1	873	23.6	472	27.6	410	21.6
25-30	536	7.7	366	9.9	129	7.6	173	9.1
31-36	500	7.2	283	7.6	162	9.5	138	7.3
> 36	1,834	26.3	592	16.0	305	17.9	363	19.2
TOTAL	6,968	100.0	3,701	100.0	1,708	100.0	1,894	100.0

data end with FY1981, when most Army and Marine enlistees who leave after their first term have been out of active duty for more than 36 months, but significant numbers of Navy and Air Force enlistees (those with six-year first terms) have been out less than 24 months. Thus comparisons among all four services strictly speaking can be made only among returnees whose gap in service is 24 months or less. Even if only gaps of two years or less are considered, however, it remains true that enlistees from the Navy and Marine Corps spend least time in the civilian sector before return, while returnees from the Army most often stay civilians for more than a year before returning to the active forces.

Perhaps the most striking aspect of Table 4.3 is to be found among the data for returnees who return more than two years after their first separation. These rates are surprisingly high, even though they understate late-return rates (most seriously for Air Force personnel), because undoubtedly more cohort members return to active duty after FY1981. In each service, one-third or more of the returnees to date have been separated from active duty for 25 months or more when they return, and 16 to 25 percent have been separated for more than three years. Yet formal penalties for such absences are high: In the Army, the regulation is one pay grade reduction from separation pay grade

after an absence of 24 months, rising to a three-grade reduction after 36 months. The same trend of greater reductions after longer periods occurs in the other services as well.¹

REENTRY CHARACTERISTICS

The above results raise the question of the extent to which p.s. accessions are indeed penalized, in terms of pay grade, upon return. For several different break-in-service lengths, Table 4.4 compares pay grade at first separation with pay grade at the end of the fiscal year in which reentry took place.

In all services except the Marine Corps, the percent of returnees who suffered a reduction in rank increases steadily with the length of the period between first separation and return, as would be expected from the regulations. At worst, however, only half of those who returned after more than 36 months are penalized in this way (in the Army). In the Navy only about one-eighth of the returnees with more-than-three-year breaks in service had a reduced rank at the end of the year of reaccession. Returnees with lengthy breaks, then, were frequently either not penalized by reduction in rank, or, if penalized, rapidly make up the initial reduction (by the end of the fiscal year). And a significant number of returnees--19 percent of returnees in all services combined--either returned at, or rapidly achieved, a higher rank than the one at which they separated, in spite of having been out of the active forces for more than three years.

Although returnees frequently did not suffer actual reduction in rank after a long hiatus from active duty, they nonetheless may have been penalized by forgoing the normal career advancement that would have taken place in the months/years they were absent. Unless an enlistee turns at a higher rank than his or her separation rank, the time spent in the civilian sector is not reflected in military promotion. This

¹ For details, see pp. 9-10 of Dennis De Tray, *New Sources of Active Duty Military Personnel: The Prior Service Accessions Pool*, N-1776-MRAl, October 1981, The Rand Corporation. The pay-grade reductions, however, may have been mitigated in practice by the "Stripes for Skills" program, which was in effect during much of the 1975-1981 period and which gave accelerated promotion to both prior service and nonprior service enlistees with specified skills acquired in the civilian sector.

Table 4.4

PAY GRADE AFTER RETURN TO ACTIVE DUTY

Service/ Break[b]	Pay Grade Upon Return to Active Duty[a]					
	Less than Grade		Equal to Grade		Higher than Grade at	
	No.	% of Total	No.	% of Total	No.	% of Total
Army						
0-12 mos.	376	16.2	1,330	57.4	613	26.4
13-24 mos.	330	18.9	1,014	58.0	403	23.1
25-36 mos.	509	49.2	383	37.0	143	13.8
> 36 mos.	1,025	55.9	581	31.7	226	12.3
Total	2,240	32.3	3,308	47.7	1,385	20.0
Navy						
0-12 mos.	103	6.8	818	53.9	598	39.4
13-24 mos.	73	8.6	493	58.1	283	33.3
25-36 mos.	57	8.9	373	58.3	210	32.8
> 36 mos.	72	12.7	295	51.9	201	35.4
Total	305	8.5	1,979	55.3	1,292	36.1
USAF						
0-12 mos.	34	5.5	412	66.5	174	28.1
13-24 mos.	45	9.6	310	66.0	115	24.5
25-36 mos.	37	12.8	164	56.6	89	30.7
> 36 mos.	72	24.2	137	46.0	89	29.9
Total	188	11.2	1,023	61.0	467	27.8
USMC						
0-12 mos.	100	12.7	429	54.6	257	32.7
13-24 mos.	126	31.0	191	46.9	90	22.1
25-36 mos.	152	49.2	106	34.3	51	16.5
> 36 mos.	148	41.1	153	42.5	59	16.4
Total	526	28.2	879	47.2	457	24.5
All services combined						
0-12 mos.	613	11.7	2,989	57.0	1,642	31.3
13-24 mos.	574	16.5	2,008	57.8	891	25.7
25-36 mos.	755	33.2	1,026	45.1	493	21.7
> 36 mos.	1,317	43.1	1,166	38.1	575	18.8
Total	3,259	23.2	7,189	51.2	3,601	25.6

[a] Pay grade at fiscal year-end after return to active duty.

[b] In months, the time out of active-duty status prior to return.

lack of advancement is itself a penalty to the enlistee for having left the military. And the longer the break in service, the greater the amount of promotion forgone. We should note, however, that for the 25 percent of the returnees in all services combined who achieve a higher rank upon reentry, we do not know if there is such a "forgone promotion" penalty.

Personnel in the P.S.1 group presumably acquire civilian job skills during their absence from the active forces. Some of these skills are transferable to the military, and so returnees may work in a different military occupation when they begin their p.s. term than the one in which they labored prior to their first separation. Returnees may also have a different occupation during their second term because of retraining undertaken by the military. With our data we cannot distinguish between the two causes of job change; the total effect from both causes is shown in Table 4.5.

A comparison of changes in military occupation among returnees and enlistees shows those who have been in civilian life between periods of active duty more frequently change military occupations between first and second terms of enlistment than do reenlistees. This pattern is not surprising, given that the services have tended (to greater or lesser extent, depending on the service) to channel returnees to shortage specialties and/or to admit them only in shortage specialties. Thus prior service accessions may be required to qualify for a new occupational specialty as a condition of reentry. Regardless of the reason for the occupational changes--personal choice or service policies--the services are benefiting from being able to place p.s. accessions in military jobs that are different from those they left.

SECOND TERM CHARACTERISTICS

In the previous chapter we compared original terms of enlistment and pay grade progress during that term, for the full cohort, reenlistees, and three prior service groups. In this section we make the same comparisons for the second term of enlistment, for reenlistees and the P.S.1 group.

Table 4.5

PERCENT OF PRIOR SERVICE PERSONNEL RETURNING TO ACTIVE DUTY
IN THE SAME DOD OCCUPATION GROUP AS THEY LEFT[a]

DoD Occupation Group	Army	Navy	USAF	USMC
0: Infantry, Gun Crews, Seamanship Specialists	46.1	85.4	77.0	51.2
1: Electronic Equipment Repairmen	34.2	80.3	82.8	77.5
2: Communications and Intelligence Specialists	41.4	88.9	77.6	53.1
3: Medical and Dental Specialists	58.1	90.6	51.3	100.0[b]
4: Other Technical & Allied Specialists	47.2	76.6	51.6	42.3
5: Support and Administration	48.9	88.4	64.0	53.7
6: Electrical/Mechanical Repairmen	46.6	88.7	70.3	62.3
7: Craftsmen	35.8	85.4	52.7	51.4
8: Service & Supply Handlers	49.6	79.3	31.3	42.5
9: Non-Occupational	27.3	52.6	0[b]	66.7[b]
All occupations combined	46.3	82.7	64.3	52.0

[a] Based on 1 digit DoD duty occupation groups, the percent of personnel in the group at time of separation who fall in the same group at the end of the first year of the prior service term. Includes only personnel whose occupation is known in both original and prior service terms.

[b] Less than 10 prior service personnel in the occupation group.

Distribution by length of enlistment term appears in Table 4.6. In the Army, Navy, and Marines, five and six year second terms are far more common among reenlistees than returnees. In these same three services, however, about 30 percent of reenlistees choose the shortest term possible--two years. This pattern leads to an overall result that reenlistees are more likely than returnees to choose either very short or very long second terms. On average, the military gains more person-years of commitment from a returnee than from a reenlistee: 3.6 years for the P.S.1 group and 3.3 years for the reenlistees.

Pay grade comparisons are harder to make, and we make them only for Army and Navy returnees. These two services provide 75 percent of the P.S.1 group, and 90 percent of the time returnees enter the same service they left. Pay grade comparisons in the Air Force and Marines are more

Table 4.6

SECOND TERM OF ENLISTMENT: PRIOR SERVICE PERSONNEL AND REENLISTEES

Group	Percent Whose Second Term of Enlistment Is:					
	2 Years	3 Years	4 Years	5 Years	6 Years	7 or More Years
Army						
P.S.1	8.8	23.6	66.1	0.5	0.9	0
Reenlistees	32.6	36.6	13.6	12.1	5.1	0.1
Navy						
P.S.1	34.3	9.1	32.9	1.6	22.2	0
Reenlistees	28.7	35.5	18.0	12.2	5.4	0.1
USAF						
P.S.1	6.7	6.7	83.1	0.7	2.7	0.1
Reenlistees	1.4	67.1	16.7	10.4	4.4	0.1
USMC						
P.S.1	50.5	16.8	31.2	0.5	1.1	0
Reenlistees	33.0	39.4	18.3	6.2	3.1	0.1
All services combined						
P.S.1	20.4	17.0	55.3	0.8	6.6	--
Reenlistees	22.9	45.4	15.7	11.2	4.8	0.1

-- Less than 0.05 percent

NOTE: For about three percent of the P.S.1 groups, term of enlistment is unknown. These cases are excluded from the figures used here.

difficult to interpret because a significant minority of returnees enter a different service (see Table A.11 in the Appendix).

For the more frequent beginning ranks and the modal second-term length, Table 4.7 shows that the major difference between the two groups is in the proportion of personnel who actually complete each year of the second term of service. In addition, reenlistees more often achieve E-5 or E-6 (or higher) during their second term, as compared to P.S.1, even when beginning-term pay grade is held constant. Similar comparisons made when non-finishers are excluded from the calculations show that even among finishers reenlistees advance more rapidly than returnees.

Table 4.7

SECOND TERM PERFORMANCE: PRIOR SERVICE PERSONNEL VERSUS REENLISTEES[a]

Service/ Pay Grade	Percent of Group Achieving Pay Grade by:					
	2nd Year of		3rd Year of		4th Year of	
	2nd Term[b]		2nd Term[b]		2nd Term[b]	
	P.S.1	Reenlistees	P.S.1	Reenlistees	P.S.1	Reenlistees
Army (3 year 2nd term)						
Did not finish	30.0	5.6	42.5	12.8	n.a.	n.a.
E-1 or E-2	0.7	0.6	0.8	0.7	n.a.	n.a.
E-3	1.3	1.8	1.4	1.8	n.a.	n.a.
E-4	46.3	51.2	25.8	26.6	n.a.	n.a.
E-5	21.3	40.8	28.7	57.5	n.a.	n.a.
E-6 or above	0.4	--	0.7	0.7	n.a.	n.a.
Army (4 year 2nd term)						
Did not finish	10.9	5.9	23.6	11.8	41.7	17.2
E-1 or E-2	0.7	0.6	0.5	0.7	0.4	0.6
E-3	2.0	1.5	1.7	1.8	1.1	1.1
E-4	57.6	52.4	27.0	26.6	12.6	15.5
E-5	28.7	39.4	46.2	58.4	41.3	61.4
E-6 or above	--	--	1.0	0.7	2.9	4.2
Navy (4 year 2nd term)						
Did not finish	16.8	3.5	33.8	9.7	58.8	17.8
E-1 or E-2	0.5	0.4	0.2	0.3	0	0.3
E-3	2.1	1.6	1.4	2.5	0.2	1.3
E-4	50.4	51.6	20.5	26.1	7.5	15.0
E-5	30.1	43.0	44.0	61.4	32.6	64.6
E-6 or above	0	0	0.2	0	0.9	1.0

[a] All personnel included in these calculations began their second term at a pay grade of E-4.

[b] Year refers to fiscal year-end of second, third, or fourth year of the second term of enlistment.

n.a. Not applicable--term of service has ended.

-- Less than 0.05 percent.

SUMMARY

Overall, it appears that p.s. enlistees are not as successful in the military as reenlistees from the same cohort. In their second term, they advance less quickly than do reenlistees, and finish their second term less often. Returnees nonetheless have a number of attractive traits as a source of trained manpower. When they return, they enlist on average for a slightly longer second term than do reenlistees and they frequently remain for a full second term (or more). They may bring experience with them when they return to allow them to work in jobs other than the ones they had when they separated the first time. In about three-quarters of the cases, they are valuable enough to be allowed to return at, or rapidly advance to, a rank at least as high as the one they had at separation.

V. CAVEATS AND CONCLUSIONS

Studying a selected cohort, as we have done, has a number of pitfalls. Most importantly, it is not clear that we can accurately generalize from the behavior and characteristics of p.s. accessions from the 1974 cohort to the likely traits of the personnel who might be attracted by a change to a more active policy of encouraging prior service accessions. This is true for two reasons: (1) we have only examined a single cohort, and returnees from other cohorts may behave differently; and (2) the few enlistees willing to return in spite of current policies tending to discourage p.s. accessions may not be representative of the group willing to return under less punitive policies. With these caveats in mind, we summarize here a few of the interesting findings from our longitudinal study, findings which highlight the results of prior service accession policy and enlistee decisions over the 1974-1981 period.

Full-cohort longitudinal data confirm a number of aspects of attrition from the active forces that have been noted by other analysts-- rapid within-first-term attrition, a negative correlation between education and such attrition, and reenlistment rates that are higher for blacks (and slightly higher for females) than for others. In addition, blacks and women, as well as high school diplomates, are more likely to join the Selected Reserves after active duty. As best we can tell from the suspect data on IRR participation, men with military-unique occupations are far more likely to serve there than women or personnel with military occupations that have civilian counterparts.

In any single year, very few cohort members join the Selected Reserves (five percent at most) after leaving active duty, and even fewer leave active duty only to return later (just over one percent at most). Although those who later return to active duty sometimes come from the ranks of the Selected Reserves, the numbers are small, especially compared with the large annual loss of cohort members who leave the SR for the civilian sector.

Cohort members who join the Selected Reserves are not drawn from a dramatically different group of enlistees than are later p.s. accessions to active duty. Some differences do appear, however: Women, and members of both sexes with higher education levels, are found more frequently in the SR than among returnees to active duty. In addition, enlistees joining the Selected Reserves are more successful in the military (as shown by speed of advancement) than are those who later return to active duty.

Because we have no data on nonprior service accessions other than in 1974, we cannot directly compare cohort members who reentered in the 1977-1981 period and enlistees who entered for the first time in those years. Our analysis, however, indicates p.s. personnel may have a number of advantages over n.p.s. personnel. Compared to the 1974 cohort as a whole, enlistees who in later years become p.s. accessions to active duty are more likely to finish their original term of enlistment, and less likely to leave their first term with a discharge under adverse circumstances. And they are at least as successful in their first term (as shown by speed of promotion) as the average cohort member.

Although comparing favorably with the full cohort, prior service accessions do not do as well as reenlistees, either in their first or second term. They finish their enlistment terms less often, and advance less rapidly while on active duty. They do have two compensating characteristics, however: they enlist, on average, for a longer second term than reenlistees, and in their second term they bring with them experience, and possibly new skills, acquired in the civilian sector.

Overall, then, the experiences of the 1974 cohort indicate that in staffing the All Volunteer Force prior service accessions, though less attractive than reenlistees, may well be preferable on some dimensions to using new, nonprior service recruits.

Although our research sheds little direct light on the issue, p.s. accessions may also be preferable as a source of trained manpower to lateral entrants with no previous active duty military experience. We know that p.s. accessions have general and specific military training not found among lateral entrants. And p.s. accessions, with their

better knowledge of what to expect from military life, might be expected to have lower attrition rates than lateral entrants.

Under current policies, the armed forces discourage p.s. accessions to active duty, and little interest has been shown in studying them. An evaluation of the optimal level of such accessions would include study of more recent cohorts, to see if quality of p.s. accessions or the extent of diversion from the SR has changed over time. In addition, the training costs saved by using p.s. as an alternative to n.p.s. personnel, the costs of attracting more p.s. personnel as an alternative to more reenlistments, and the effect on promotion opportunities are important issues in decisions on optimal levels of p.s. accessions.

Although unresolved questions remain, the findings concerning the single cohort we studied indicate there is a large untapped pool of potential prior service accessions from which to attract personnel into the active forces, and little evidence that drawing from this pool will divert trained personnel from the Selected Reserves. In addition, this exploratory study suggests current prior service accessions perform reasonably upon return to active duty. In view of these findings, current policies toward this source of personnel may need reexamining. Whether they need changing would depend on the outcome of a systematic investigation of the advantages and disadvantages of expanded reliance on prior service enlistees. Only with such an investigation could the services determine if current punitive policies toward p.s. enlistees are justified.

APPENDIX ADDITIONAL INFORMATION CONCERNING THE COHORT

PERSONAL CHARACTERISTICS AND YEAR-END STATUS

The following five tables show detailed results on the year-end status (active duty, Selected Reserves, Individual Ready Reserves, or civilian) of members of the 1974 enlisted cohort, when the cohort has been partitioned into subgroups based on AFQT score, educational level at entry, race, sex, and military occupation.

Table A.1
STATUS OF 1974 ENLISTEES BY AFQT SCORE

Status/ Service[a]	Percent of AFQT Group in Each Status at Year-End							
	1974	1975	1976	1977	1978	1979	1980	1981
<i>Active</i>								
Army								
High AFQT[b]	88.8	72.0	54.5	20.0	16.5	15.3	13.0	11.4
Low AFQT[c]	84.3	64.5	41.2	16.7	15.3	14.4	12.7	11.8
Navy								
High AFQT	91.5	76.9	63.8	41.8	21.9	18.7	14.6	13.6
Low AFQT	84.1	64.0	49.5	25.9	12.6	12.0	11.4	10.8
USAF								
High AFQT	92.3	79.4	69.2	47.8	33.5	28.1	23.1	20.9
Low AFQT	87.4	71.8	61.1	43.3	30.4	26.8	23.9	22.1
USMC								
High AFQT	89.9	74.0	55.3	32.8	13.2	12.3	10.7	9.7
Low AFQT	88.1	69.6	40.3	23.4	11.1	10.0	9.1	8.2
<i>Selected Reserves</i>								
Army								
High AFQT	0	0.1	0.8	4.5	3.3	4.7	4.1	n.a.
Low AFQT	0	0.2	1.6	5.9	4.0	5.6	4.4	n.a.
Navy								
High AFQT	0	1.2	3.4	6.3	4.4	4.3	2.7	n.a.
Low AFQT	0	0.9	2.4	4.4	3.4	4.0	2.8	n.a.
USAF								
High AFQT	0	1.0	2.6	4.3	3.6	5.4	4.0	n.a.
Low AFQT	0	0.9	2.1	3.4	3.2	4.7	3.8	n.a.
USMC								
High AFQT	0	0.1	0.4	1.2	1.4	2.2	2.3	n.a.
Low AFQT	0	0.2	0.9	1.9	1.6	2.6	2.7	n.a.

Table A.1--continued

Status/ Service[a]	Percent of AFQT Group in Each Status at Year-End							
	1974	1975	1976	1977	1978	1979	1980	1981
<i>Individual Ready Reserves</i>								
Army								
High AFQT	0	0.1	4.7	26.9	14.4	19.6	0.7	n.a.
Low AFQT	0	0.1	8.5	26.3	13.9	18.3	0.5	n.a.
Navy								
High AFQT	0	0.1	1.6	11.3	16.6	19.6	1.3	n.a.
Low AFQT	0	0.2	1.5	12.8	12.9	15.8	1.4	n.a.
USAF								
High AFQT	0	0.1	0.2	10.9	11.9	11.1	0.3	n.a.
Low AFQT	0	0.4	0.4	8.3	9.6	9.7	0.4	n.a.
USMC								
High AFQT	0	0.2	6.1	20.3	13.1	22.4	0.8	n.a.
Low AFQT	0	0.3	14.9	26.2	13.7	23.5	0.8	n.a.
<i>Civilian</i>								
Army								
High AFQT	11.2	27.8	39.8	48.2	65.7	60.4	82.2	n.a.
Low AFQT	15.7	35.2	48.3	50.7	66.8	61.7	82.4	n.a.
Navy								
High AFQT	8.5	21.8	31.2	40.4	56.7	57.4	81.4	n.a.
Low AFQT	15.9	34.9	46.5	56.6	70.6	68.1	84.4	n.a.
USAF								
High AFQT	7.7	19.4	28.0	37.0	50.9	55.3	72.1	n.a.
Low AFQT	12.6	26.8	36.4	45.0	56.8	58.6	71.4	n.a.
USMC								
High AFQT	10.1	25.8	38.1	45.6	71.9	63.1	86.1	n.a.
Low AFQT	11.9	29.8	43.6	48.3	73.4	63.8	87.4	n.a.

[a] In 1974, each service administered a different AFQT. The results are not comparable across services, and renorming is not possible. Therefore, service results cannot be aggregated to yield results for the full cohort.

[b] High AFQT: At or above the 50th percentile (categories I, II, IIIA)

[c] Low AFQT: Below the 50th percentile (categories IIIB, IV)

n.a.: Not available

Table A.2

STATUS OF 1974 ENLISTEES BY EDUCATIONAL GROUP: THE FULL COHORT[a]

Status/ Educational Group	Percent of Group in Each Status at Year-End							
	1974	1975	1976	1977	1978	1979	1980	1981
Active duty								
Non-H.S. graduate	82.0	58.6	37.9	16.0	10.7	9.9	8.8	8.1
GED	86.0	62.1	42.6	23.4	16.4	14.7	12.6	11.1
H.S. diploma	92.0	79.3	64.2	36.6	24.1	21.4	18.2	16.7
More than H.S.	89.1	78.1	64.4	37.0	24.4	21.2	16.7	14.9
Selected Reserves								
Non-H.S. graduate	0	0.4	1.3	3.5	2.6	3.1	2.3	n.a.
GED	0	0.4	1.3	2.9	1.9	2.9	2.4	n.a.
H.S. diploma	0	0.6	2.0	5.1	3.9	5.4	4.3	n.a.
More than H.S.	0	0.6	2.7	7.0	4.8	6.8	5.9	n.a.
IRR								
Non-H.S. graduate	0	0.1	5.6	19.6	12.8	17.4	0.6	n.a.
GED	0	0.1	3.1	12.4	7.0	13.4	0.5	n.a.
H.S. diploma	0	0.1	4.0	20.4	14.9	18.2	0.8	n.a.
More than H.S.	0	0.5	4.1	18.0	13.0	17.6	1.4	n.a.
Civilian								
Non-H.S. graduate	18.0	40.9	55.1	60.6	73.7	69.5	88.3	n.a.
GED	14.0	37.3	52.9	60.9	74.6	68.9	84.4	n.a.
H.S. diploma	8.0	20.0	29.6	37.6	56.9	54.9	76.5	n.a.
More than H.S.	10.9	20.8	28.8	37.9	57.6	54.3	75.8	n.a.

[a] Differences among services are slight.

n.a.: Not available

Table A.3
STATUS OF 1974 ENLISTEES BY RACE

Percent of Cohort in Status Indicated	1974	1975	1976	1977	1978	1979	1980	1981
<i>Active</i>								
Army								
White	86.0	67.7	48.4	16.7	13.4	12.8	10.9	9.7
Black	87.9	69.4	46.6	22.0	20.4	19.3	17.1	15.9
Other	92.5	78.4	60.5	31.6	27.8	26.3	23.1	21.5
Navy								
White	88.6	71.9	58.4	35.6	17.9	15.6	12.8	12.0
Black	86.0	66.3	51.3	29.7	17.1	16.6	15.2	14.7
Other	91.1	76.8	64.6	42.3	25.6	25.0	21.4	19.8
USAF								
White	90.2	76.9	66.6	45.2	31.0	26.0	21.4	19.4
Black	93.0	77.1	66.0	51.3	38.8	35.0	32.2	30.0
Other	95.6	87.1	79.4	61.3	45.6	40.5	35.3	32.8
USMC								
White	89.3	73.0	51.4	30.2	12.2	11.2	9.8	8.8
Black	88.5	69.8	42.8	25.4	12.9	11.9	11.1	10.2
Other	93.1	76.7	51.6	33.3	15.1	12.8	9.7	9.4
Full Cohort								
White	87.9	71.3	55.0	28.9	18.2	16.0	13.4	12.1
Black	88.5	70.2	49.7	27.7	21.8	20.4	18.4	17.2
Other	92.8	79.3	63.2	38.0	29.0	26.9	23.4	21.8
<i>Selected Reserves</i>								
Full Cohort[a]								
White	0	0.6	1.8	4.3	2.9	4.2	3.3	n.a.
Black	0	0.4	1.7	5.7	5.3	6.0	4.7	n.a.
Other	0	0.5	1.6	4.8	1.4	5.4	4.1	n.a.
<i>IRR</i>								
Full Cohort[a]								
White	0	0.2	4.1	20.1	13.9	18.6	0.8	n.a.
Black	0	0.2	6.2	17.8	13.8	14.2	0.8	n.a.
Other	0	0.1	4.8	18.7	4.1	17.3	0.8	n.a.
<i>Civilian</i>								
Full Cohort[a]								
White	12.1	28.0	39.0	46.5	64.8	61.2	82.4	n.a.
Black	11.5	29.2	42.2	48.3	58.9	59.2	76.1	n.a.
Other	7.2	20.0	30.2	38.3	65.4	50.4	71.6	n.a.

[a] Differences among services are slight.

n.a.: Not available

Table A.4
STATUS OF 1974 ENLISTEES BY SEX

Percent of Cohort in Status Indicated		1974	1975	1976	1977	1978	1979	1980	1981
<i>Active</i>									
Army									
	Male	86.3	68.2	47.7	18.0	15.6	14.7	12.8	11.6
	Female	90.2	70.9	53.9	22.8	19.2	16.9	13.6	11.4
Navy									
	Male	88.2	71.1	57.3	34.7	17.7	15.7	12.9	12.2
	Female	89.0	74.6	62.3	38.4	20.8	17.9	16.2	15.1
USAF									
	Male	90.8	77.4	67.0	46.2	32.0	27.3	22.9	21.0
	Female	90.7	74.4	64.2	47.7	36.4	31.2	27.1	23.9
USMC									
	Male	89.3	72.5	49.8	29.4	12.4	11.4	10.1	9.1
	Female	86.3	59.7	34.9	17.5	12.4	11.5	9.1	8.4
Full Cohort									
	Male	87.9	71.1	53.7	28.5	18.7	16.8	14.3	13.1
	Female	90.0	72.3	58.0	32.7	23.9	20.7	17.6	15.4
<i>Selected Reserves</i>									
Full Cohort[a]									
	Male	0	0.5	1.8	4.5	3.4	4.4	3.4	n.a.
	Female	0	0.5	1.6	5.1	4.0	6.2	5.7	n.a.
<i>IRR</i>									
Full Cohort[a]									
	Male	0	0.2	4.9	21.2	14.8	19.0	0.7	n.a.
	Female	0	0.1	0.2	0.8	0.8	1.6	1.3	n.a.
<i>Civilian</i>									
Full Cohort[a]									
	Male	12.1	28.2	39.5	45.5	63.0	59.7	81.4	n.a.
	Female	10.0	27.1	40.2	61.3	71.2	71.4	75.1	n.a.

[a] Differences among services are slight.
n.a.: Not available

Table A.5

STATUS OF 1974 ENLISTEES BY MILITARY OCCUPATION[a]

Percent of Cohort in Status Indicated	1974	1975	1976	1977	1978	1979	1980	1981
<i>Active</i>								
Army								
Non-unique[b]		84.3	64.7	46.6	16.8	15.5	14.5	12.4
Unique[c]		99.4	89.2	57.1	27.6	18.5	17.0	15.1
USMC								
Non-unique	86.3	66.5	49.7	30.4	13.6	12.8	11.4	10.4
Unique	99.2	91.8	48.8	25.1	8.2	6.7	5.8	4.9
Full Cohort								
Non-unique	86.9	69.1	53.9	29.0	19.4	17.4	14.8	13.5
Unique	99.4	90.9	55.4	27.5	16.0	14.5	12.8	11.8
<i>Selected Reserves</i>								
Full Cohort								
Non-unique	0	0.6	1.8	4.6	3.4	4.5	3.5	n.a.
Unique	0	--	1.3	4.5	3.4	5.4	4.6	n.a.
<i>IRR</i>								
Full Cohort								
Non-unique	0	0.2	3.5	18.3	13.4	16.8	0.8	n.a.
Unique	0	0.1	14.3	32.0	16.4	25.5	0.7	n.a.
<i>Civilian</i>								
Full Cohort								
Non-unique	13.1	30.1	40.7	47.9	63.6	61.3	80.8	n.a.
Unique	0.6	9.9	28.8	35.7	64.0	54.6	81.8	n.a.

[a] Based on each enlistee's primary military occupation at the end of FY1974.

[b] Occupations which have a civilian counterpart according to the Defense Manpower Data Center, as published by DoD-MRA&L in the *Occupation Conversion Manual, Enlisted/Officer/Civilian*, September 1980, pp. 239-240. Using specialties as categorized by this source, the Air Force and Navy have very few enlistees in militarily-unique occupations, and so these two services are not shown separately in this table. (The DoD Military-Civilian Occupational Crosswalk Project may result in more Air Force and Navy specialties being identified as having civilian counterparts; results from this project are not yet available.)

[c] Occupations that do not have a civilian counterpart.

-- Less than 0.05 percent

n.a.: Not available

PERSONAL AND MILITARY CHARACTERISTICS OF THOSE WHO BECOME P.S. ACCESSIONS

This section contains tables with further descriptive detail on the 1974 enlisted cohort, and the various prior service groups from the cohort. In each of the following tables, we label members of the 1974 cohort who later became prior service accessions to active duty as the P.S.1 group. Accessions to SR that occur in the same fiscal year as the separation from active duty we call the P.S.2 group, and accessions to the SR that occur after at least one year in the civilian sector we label the P.S.3 group. An individual cohort member may be included in more than one prior service group--for example, an enlistee may join the SR after his first term of enlistment, then later rejoin the active forces.

Table A.6

THE 1974 COHORT: DISTRIBUTION BY RACE

Group	Caucasian		Black		Other	
	No.	%	No.	%	No.	%
Army						
Full cohort	127,424	70.7	49,319	27.4	3,565	2.0
Reenlistees	15,916	61.4	9,073	35.0	952	3.7
P.S.1	4,682	67.2	2,161	31.0	125	1.8
P.S.2	5,102	60.9	3,101	37.0	175	2.1
P.S.3	6,582	59.8	4,220	38.3	212	1.9
Navy						
Full cohort	79,812	87.8	10,059	11.1	998	1.1
Reenlistees	9,663	86.4	1,311	11.7	207	1.9
P.S.1	3,100	83.8	562	15.2	39	1.1
P.S.2	5,541	87.5	729	11.5	60	0.9
P.S.3	2,581	84.8	417	13.7	45	1.5
Air Force						
Full cohort	60,402	82.2	12,196	16.6	917	1.2
Reenlistees	12,527	74.5	3,971	23.6	315	1.9
P.S.1	1,420	83.1	271	15.9	17	1.0
P.S.2	3,392	85.4	529	13.3	50	1.3
P.S.3	1,735	80.1	386	17.8	44	2.0
Marines						
Full cohort	35,310	77.3	9,806	21.5	576	1.3
Reenlistees	3,456	77.9	917	20.7	61	1.4
P.S.1	1,402	74.0	471	24.9	18	1.0
P.S.2	555	69.6	235	29.5	6	0.8
P.S.3	1,065	71.3	406	27.2	21	1.4

Table A.7

THE 1974 COHORT: DISTRIBUTION BY SEX

Group	Male No.	%	Female No.	%
Army				
Full cohort	165,193	91.6	15,115	8.9
Reenlistees	23,042	88.8	2,899	11.2
P.S.1	6,545	93.9	423	6.1
P.S.2	7,528	89.9	850	10.1
P.S.3	10,241	93.0	773	7.0
Navy				
Full cohort	84,067	92.5	6,810	7.5
Reenlistees	10,094	90.3	1,088	9.7
P.S.1	3,389	91.6	312	8.4
P.S.2	5,819	91.9	514	8.1
P.S.3	2,596	85.3	447	14.7
USAF				
Full cohort	65,328	88.9	8,187	11.1
Reenlistees	14,537	86.5	2,276	13.5
P.S.1	1,540	90.2	168	9.8
P.S.2	3,519	88.6	452	11.4
P.S.3	1,824	84.2	341	15.8
USMC				
Full cohort	44,900	98.1	853	1.9
Reenlistees	4,342	97.9	94	2.1
P.S.1	1,865	98.5	28	1.5
P.S.2	752	94.4	45	5.6
P.S.3	1,432	95.9	60	4.0
All services combined				
Full cohort	359,488	92.1	30,965	7.9
Reenlistees	52,015	89.1	6,357	10.9
P.S.1	13,339	93.5	931	6.5
P.S.2	17,618	90.4	1,861	9.6
P.S.3	16,093	90.8	1,621	9.2

Table A.3

DISTRIBUTION BY HIGHEST YEAR OF EDUCATION [a]

Group	1-8 Years		1 or 2 Years		3 or 4 Years		High School Graduate or G.E.D.		Some College or College Graduate	
	No.	%	No.	%	No.	%	No.	%	No.	%
Army										
Full cohort	4,291	2.4	36,291	20.1	39,708	22.0	91,576	50.8	8,408	4.7
Reenlistees	312	1.2	3,280	12.6	4,421	17.0	16,406	63.2	1,516	5.8
PS1	107	1.5	1,161	16.7	1,512	21.7	3,935	56.5	250	3.6
PS2	130	1.6	1,217	14.5	1,634	19.5	4,821	57.5	574	6.9
PS3	166	1.5	1,794	16.3	2,258	20.5	6,216	56.4	577	5.2
Navy										
Full cohort	425	0.5	14,320	15.8	13,635	15.0	55,883	61.5	6,614	7.3
Reenlistees	19	0.2	783	7.0	936	8.4	8,197	73.3	1,247	11.2
PS1	16	0.4	519	14.0	509	13.8	2,116	65.3	241	6.5
PS2	13	0.2	450	7.1	686	10.8	4,338	68.5	846	13.3
PS3	8	0.3	266	8.7	293	9.6	2,130	70.0	346	11.4
Air Force										
Full cohort	80	0.1	1,785	2.4	2,768	3.8	63,212	86.0	5,668	7.7
Reenlistees	5	---	262	1.6	441	2.6	15,014	89.3	1,091	6.5
PS1	1	0.1	35	2.0	59	3.5	1,548	90.6	65	3.8
PS2	2	0.1	73	1.8	125	3.1	3,454	87.0	317	7.9
PS3	5	0.2	42	1.9	48	2.2	1,899	87.7	171	7.9
Marines										
Full cohort	889	1.9	11,435	25.0	10,493	22.9	21,297	46.5	1,476	3.2
Reenlistees	31	0.7	642	14.5	929	20.9	2,638	59.5	186	4.2
PS1	20	1.1	358	18.9	407	21.5	1,053	55.6	56	3.0
PS2	8	1.0	112	14.1	141	17.7	479	60.1	55	6.9
PS3	22	1.5	261	17.5	291	19.5	844	56.5	74	5.0

[a] Education at time of first entry to active duty (FY1974).

Table A.9

PAY GRADE AT END OF FIRST TERM OF ENLISTMENT

Group	E-1		E-2		E-3		E-4		E-5 or Above		Did Not Finish	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Army[a]												
Full cohort	1,060	0.9	2,414	2.0	8,697	7.3	50,642	42.7	4,113	3.5	51,623	43.5
Reenlistees	38	0.2	102	0.6	473	2.7	10,037	57.7	6,738	38.8	0	0
P.S.1	40	1.0	89	2.2	480	12.0	2,907	72.9	294	7.4	178	4.5
P.S.2	30	0.5	124	2.2	622	11.2	4,194	75.4	388	7.0	203	3.6
P.S.3	50	0.9	171	3.0	793	14.0	3,612	63.9	232	4.1	788	14.0
Navy[b]												
Full cohort	159	0.4	658	1.5	2,849	6.6	10,204	23.9	4,336	10.1	24,787	57.5
Reenlistees	2	--	8	0.2	77	1.7	2,110	45.6	2,428	52.4	0	0
P.S.1	12	0.6	22	1.1	264	13.7	933	48.3	387	19.7	320	16.6
P.S.2	2	0.2	6	0.6	76	7.8	417	42.5	163	16.6	317	32.3
P.S.3	3	0.2	13	0.9	119	8.5	544	38.9	160	11.4	561	40.1
USAF[c]												
Full cohort	32	0.1	46	0.1	268	0.6	15,973	37.2	256	0.6	26,346	61.4
Reenlistees	2	--	5	--	32	0.3	8,592	92.0	709	7.6	0	0
P.S.1	8	0.9	10	1.1	70	7.5	504	54.1	24	2.6	316	33.9
P.S.2	1	--	1	--	15	0.6	501	20.8	12	0.5	1,879	78.0
P.S.3	0	0	1	0.1	12	0.9	412	29.6	6	0.4	962	69.1

[a] Modal term of enlistment = 3 years; modal entry pay grade = E-1.

[b] Modal term of enlistment = 4 years; modal entry pay grade = E-1.

[c] Modal term of enlistment = 4 years; modal entry pay grade = E-1.

Table A.10

DISTRIBUTION BY DISCHARGE CODE AT FIRST SEPARATION

Group	Release from Active Service		Medical Disqualification		Hardship, Retirement, Death		Officer Program		Adverse Circumstances [a]	
	No.	%	No.	%	No.	%	No.	%	No.	%
Army										
Full cohort	65,695	47.2	8,743	6.3	7,458	5.4	602	0.4	56,688	40.7
PS1[b]	5,723	91.2	50	0.8	231	3.7	11	0.2	261	4.2
PS2[c]	6,017	94.1	13	0.2	160	2.5	3	-	198	3.1
PS3[d]	8,647	87.7	23	0.2	432	4.4	42	0.4	717	7.3
Navv										
Full cohort	37,593	50.4	3,727	5.0	5,911	7.9	122	0.2	27,181	36.5
PS1	3,325	92.0	37	1.0	113	3.1	7	0.2	132	3.7
PS2	4,436	95.6	15	0.3	80	1.7	1	-	107	2.3
PS3	2,566	89.2	29	1.0	154	5.4	10	0.3	119	4.1
USAF										
Full cohort	27,097	48.3	2,748	4.9	7,700	13.7	1,601	2.9	16,960	30.2
PS1	1,360	80.0	15	0.9	195	11.5	14	0.8	115	6.8
PS2	3,360	94.1	3	-	125	3.5	2	0.1	79	2.2
PS3	1,560	72.2	19	0.9	318	14.7	20	0.9	245	11.3
USMC										
Full cohort	19,593	51.6	2,116	5.6	2,377	6.3	115	0.3	13,755	36.2
PS1	1,727	92.6	25	1.3	38	2.0	4	0.2	71	3.8
PS2	631	92.7	8	1.2	16	2.3	0	0	26	3.8
PS3	1,194	85.2	45	3.2	66	4.7	3	0.2	93	6.6

NOTE: An enlistee may fall in more than one p.s. category.

[a] Defined as failure to meet minimum behavioral and performance criteria.

[b] PS1: Members of the 1974 n.p.s. cohort who return to the active forces sometime after their first separation.

[c] PS2: Members of the 1974 n.p.s. cohort who join the Selected Reserves in the same fiscal year they separate from active duty.

[d] PS3: Members of the 1974 n.p.s. cohort who join the Selected Reserves after separation from active duty in some later year.

Table A.11

SERVICE OF ORIGINAL ENLISTMENT AND SERVICE OF REENTRY

Service of Original Enlistment	Service of Reentry to Active Duty									
	Army		Navy		USAF		USMC		Unknown	
	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
Army	5,586	80.2	970	13.9	150	2.2	189	2.7	73	1.0
Navy	232	6.3	3,368	91.0	58	1.6	32	0.9	11	0.3
USAF	199	11.7	238	13.9	1,171	68.6	22	1.3	78	4.6
USMC	441	23.3	287	15.2	38	2.0	1,113	58.8	15	0.8

END

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